

The Report
on the Status of
Women
and **Girls**
in CaliforniaTM
2013

Prepared by

MOUNT
ST. MARY'S
COLLEGE
LOS ANGELES

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March 2013

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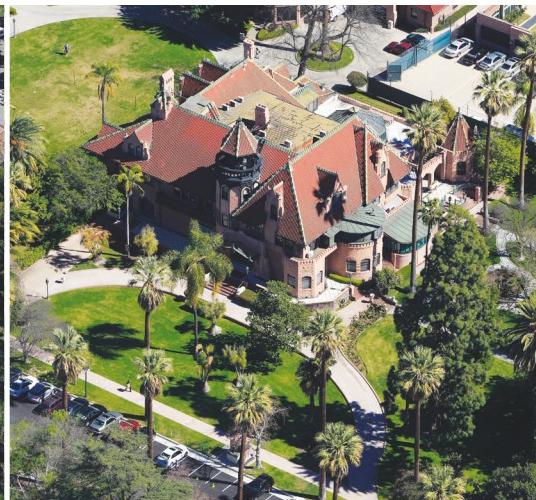
Mount St. Mary's College

MISSION STATEMENT

Mount St. Mary's College offers a dynamic learning experience in the liberal arts and sciences to a diverse student body. As a Catholic college primarily for women, we are dedicated to providing a superior education enhanced by an emphasis on building leadership skills and fostering a spirit to serve others. Our measure of success is graduates who are committed to using their knowledge and skills to better themselves, their environments, and the world.



Chalon Campus in Brentwood



Doheny Campus in downtown Los Angeles

A Message From the President



Mount St. Mary's College is pleased to announce the publication of the 2013 Report on the Status of Women and Girls in California™. As a college for women of the 21st century, we have an inherent interest in the forces that shape women's lives. There are striking examples of women advancing in careers that impact the national and global stage, and finding opportunities previously closed or restricted. For example, there are more women serving in the U.S. Congress; more women serve on the Supreme Court of the United States and women now make up a majority of the Supreme Court of California. We have also seen the restrictions on women in combat end.

Despite these high-profile advances, gender gaps persist in many areas, particularly among women of color. In California, women are vastly underrepresented in local, county and state political leadership and at the highest levels of business. Women continue to be underrepresented in the STEM disciplines of science, technology, engineering and math, areas in which Mount St. Mary's College has placed a particular emphasis in addressing.

But we should not think of the information in this Report as being of significance only to women. Issues relating to gender equity and work/life balance are as important to men as they are to women. When both men and women are fully represented in all areas of society, we all benefit from the diversity of thought, opinions and skills.

As we mentor and prepare the next generation of leaders, we must empower them to be aware of the challenges represented by the data in the Report, and we must also give them the tools and confidence they will need to affect positive change. It is our desire that each of us share and discuss this information to determine how we can best affect public policy and societal trends to bring about a measurable improvement in the lives of the 18.9 million women and girls who make California their home.

With warmest regards,

A handwritten signature in black ink that reads "Ann McElaney-Johnson".

Ann McElaney-Johnson
President

A Message From the President

Executive Summary

As part of our continuing commitment to support the well-being of the women and girls of California, Mount St. Mary's College has produced this second Report on the Status of Women and Girls in California™. As with the first Report issued in March 2012, Mount St. Mary's hopes to illuminate the conditions faced by the women and girls in California, and inspire efforts to address the difficulties and inequities that they face.

It is the mission of the Sisters of St. Joseph of Carondelet to support women to become all they are capable of being. That is only possible when women and girls are provided equal opportunity to pursue all they are capable of being. When there are barriers to equal opportunity in education and employment, when poverty limits possibilities, when representation in leadership roles is inadequate, when access to healthcare is insufficient, when violence silences voices, the path to fulfilling potential and accomplishing dreams is blocked.

Women have made incredible strides in this country and state. We hope to continue and encourage that upward trajectory through education and action. In updating our 2012 Report, a Mount St. Mary's team of academics identified the largest gender-based gaps and highlighted the statistics that have changed the most since last year's Report.

Encouraging trends have been identified in areas such as life expectancy, access to healthcare and certain professional fields. However, inequities persist in other areas, such as representation in government, CEO positions and in the fields of science, technology, engineering and math (STEM). The summary below provides updates from the 2013 Report that can affect the ability of women and girls to fully participate and thrive in California.

- **Women and girls remain vastly underrepresented in science, technology, engineering and math (STEM) careers.**

Over the past decade, advanced-placement test scores show California's high-school girls lag consistently behind boys in most STEM subjects. In college, fewer women than men are majoring in STEM disciplines that can lead to higher-paying jobs. Overall, women are more likely than men to earn associate's, bachelor's and master's degrees — but men continue to earn more doctoral degrees than women.

- **The pay gap between working women and men in California is real.**

The wage gap extends across the spectrum, with women still paid less than men in almost all occupations reporting in California. The sharpest discrepancies can be found in health- and business-related fields, where men earn an average of \$23,948 and \$20,268 more than women, respectively.

- **More women in national leadership positions; fewer women in California leadership spots.**

After the 2012 elections, more women now serve in the U.S. Congress than at any other time in history — though women still make up less than 20% of Congress. And in California, women lost ground. Fewer women are serving at state and local levels in 2013 than in

2012. The leadership gap looks even starker in the business world. Sixty-three percent of California's 400 largest public companies have no women among their highest-paid executives. Only 3% have a female CEO.

- **18% of all California women and girls live in poverty.**

This means that 3.3 million females are living in poverty; more than half of whom are Latinas. African Americans and American Indians are experiencing the biggest jumps in poverty rates, increasing by 12% and 10%, respectively. Of all women living in poverty in California, only 12% have a college degree.

- **Infant mortality rates reach historic lows.**

Yet African American babies in the state continue to die at rates 2.3 times that of white babies. In a positive health development, the rate of exclusive in-hospital breastfeeding — an important factor in decreasing childhood obesity — rose from 57% to 60%.

- **Fewer college women than men view themselves “above average” in emotional health.**

First-year college women rate themselves higher in “drive to achieve” than men do. However, fewer women rated themselves “above average” in emotional health, self-confidence and self-understanding.

- **In California, 41% of women and girls have been victims of intimate partner violence in their lifetime.**

The national rate for such violence is 33%. In one calendar year, nearly half of all female homicides in the state — 47% — were due to intimate partner violence. Violence against women and girls can take many forms: Over a two-year span, California identified nearly 1,300 victims of human trafficking. Girls are also more likely to be victims of cyber-bullying than boys.

- **In a media-rich state, the role of women in media remains limited.**

California is one of the largest producers of media in the nation in terms of television shows and films. Women, though, comprise roughly a third of all news staff. In the film industry, women hold only 18% of behind-the-scenes occupations. In family films, 28% of characters with speaking roles are women. In children’s shows, 31% of such characters are female.

- **Despite California’s technological advances, some gender differences in digital use continue.**

Among cell phone users, women are less likely to use email, download apps, access the Internet and record video. During a four-year span, 70% of women self-reported average or below-average computer skills compared to 49% of men.

- **Women make up 8% of California's veteran population, more than any other state.**

California also has a high concentration of homeless female veterans. Many servicewomen do not identify themselves as “veterans” when they return from deployments, leading to problems providing care for this veteran population. The number of women veterans is projected to increase, as one-fifth of all new military recruits nationwide are women.

- **California's female inmates are primarily incarcerated for crimes against persons.**

The average woman in California prisons is under 35 years of age and is likely to be a mother and primary caregiver to her children. The state also has the largest number of women on death row in the United States: 20 of the country’s 63 death row female inmates are in California.

- **28% of California's women and girls are foreign-born.**

Nearly half of foreign-born females have become naturalized citizens. Overall, more than 50% of California births were to women of Latina origin, compared to less than 25% of all U.S. births. Forty-four percent of California’s women speak a language other than English at home.

Demographics

Women and girls make up half of California's population. Still the most populous state, California's demographics continue to shift. The Latino population continues to rise with Latinos making up the majority of California's school children. Like the rest of the nation, California's population is aging while the birth rate is decreasing. The number of Californians over the age of 65 is expected to quadruple in the next 20 years.¹ These changing demographic factors give rise to important issues affecting the state's women and girls.

Total Population

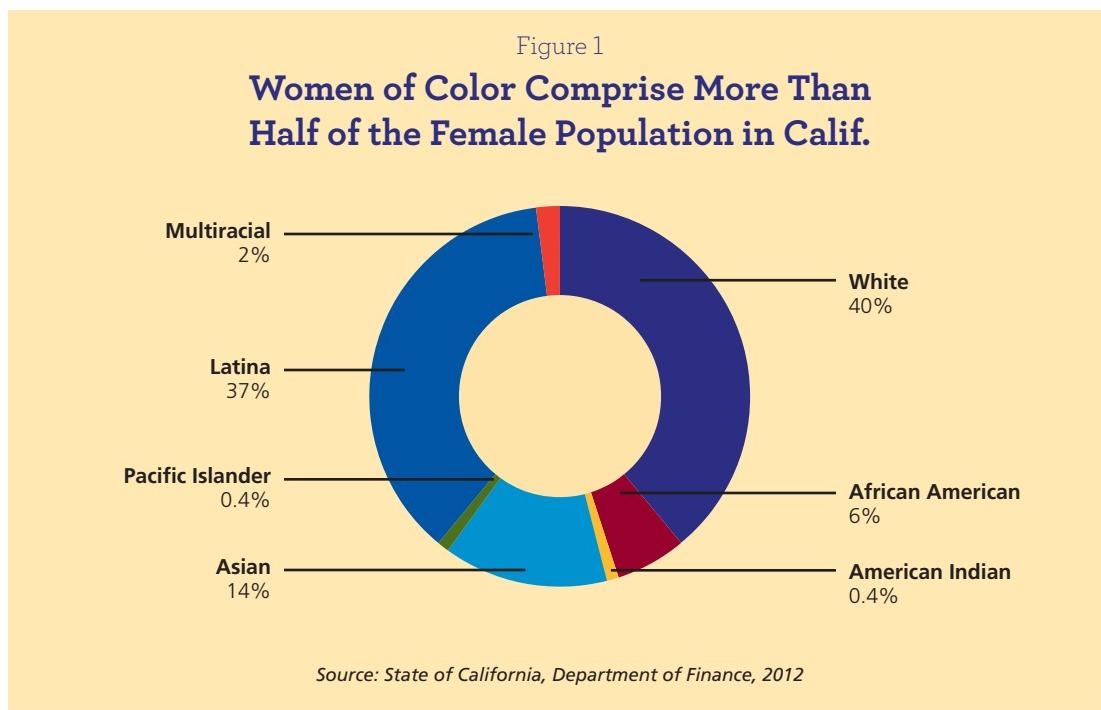
311,591,919 U.S. population

37,691,912 California population

18,959,032 California women and girls

Source: U.S. Census Bureau, 2011²

Race and Ethnicity



The state of California is racially and ethnically diverse. Women of color make up almost two-thirds of the female population.⁶ Men have an almost identical ethnic distribution to women.⁷



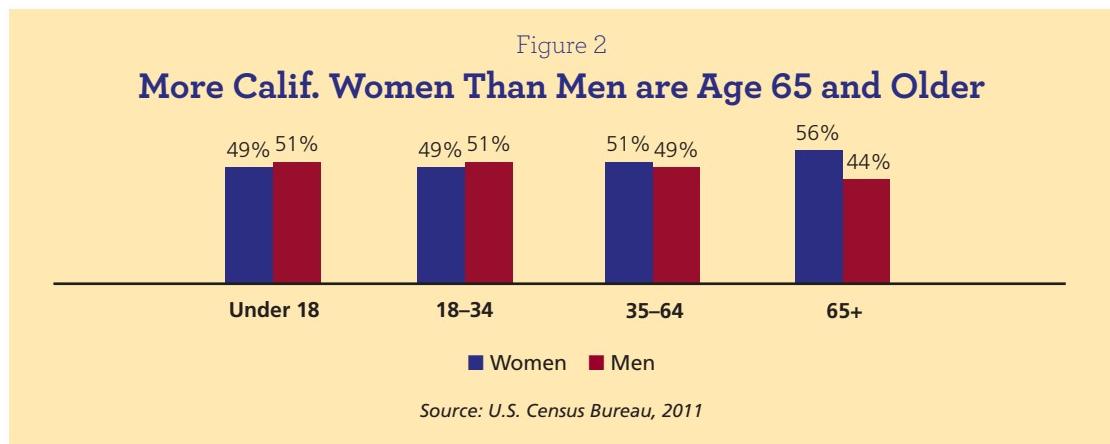
The percentage of women who speak a language other than English at home.⁸

Demographics

Birth Rate

The birth rate in both California³ and the nation continues to decline.⁴ In 2010, births to California women represented almost 13% of all U.S. births. California differed from the national profile in that more than 50% of California births were to women of Latina origin compared to less than a quarter of all U.S. births.⁵

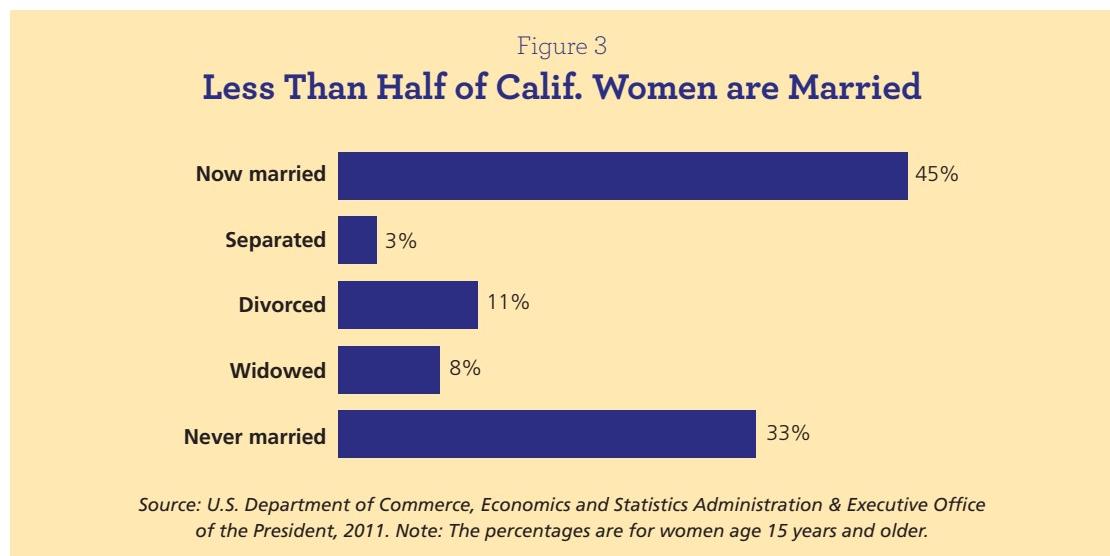
Age



**36.5
years
old**

The median age of women in California. The median age of California men is 34.2 years old. While females are 49% of people under the age of 18, they are 56% of people 65 and older. The ratio of females to males increases from the age of 35 onward.⁹

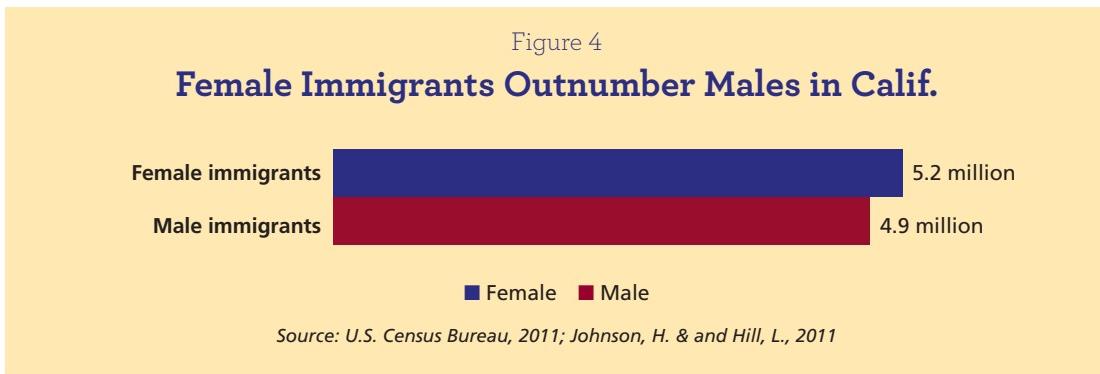
Marital Status



In California, 45% of females over 15 years of age are married, whereas, 33% percent have never been married.¹⁰ The percent married has been declining for the last 30 years nationally.¹¹

Immigration

Demographics



More than one quarter (27%) of California women and girls are foreign-born, representing 14% of the state's total population. Almost half (49%) of those females who are foreign-born are naturalized citizens. An almost equal number of California men and boys are foreign-born (26%), representing 13% of the total California population. Of those, 44% of males who are foreign-born are naturalized citizens.¹²

These statistics represent immigrants for which there are recorded numbers. The Department of Homeland Security estimates that 2.6 million illegal immigrants resided in California in 2010, a decline of 280,000 since 2008.¹³

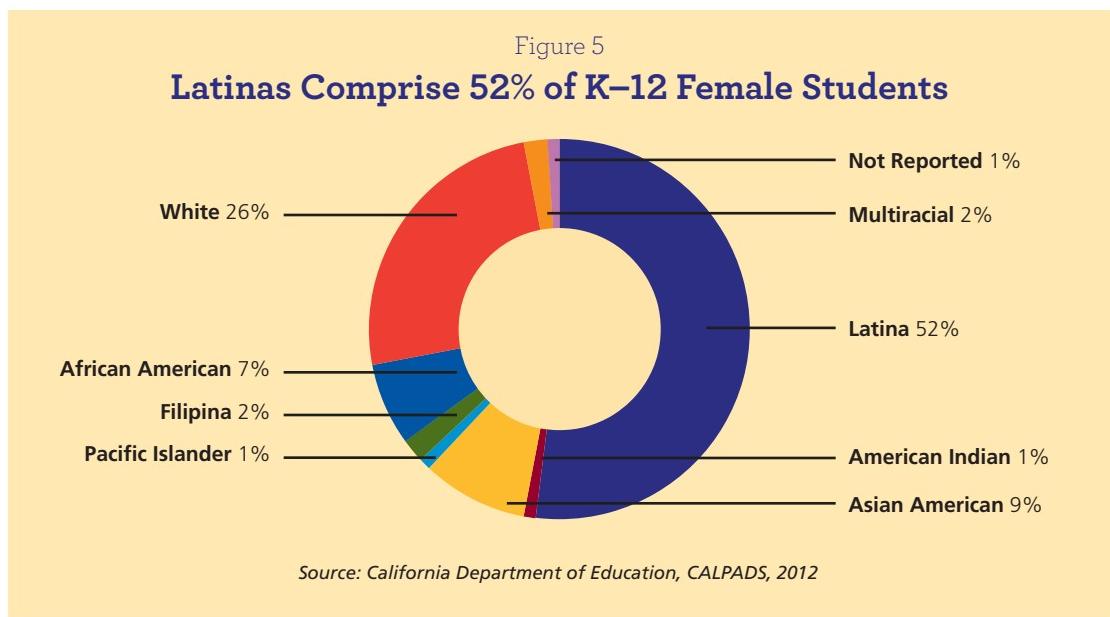


Education

An education enhances one's ability to thrive personally, professionally and economically. Educated people are more likely to engage in civic participation and fill leadership roles. In California, college graduates earn substantially more than those who do not complete college, and are less likely to live in poverty. However, women and men do not pursue higher education at an equal rate in the same fields. The state's women and girls are still vastly underrepresented in courses leading to science, technology, engineering and math careers.

K-12 Students

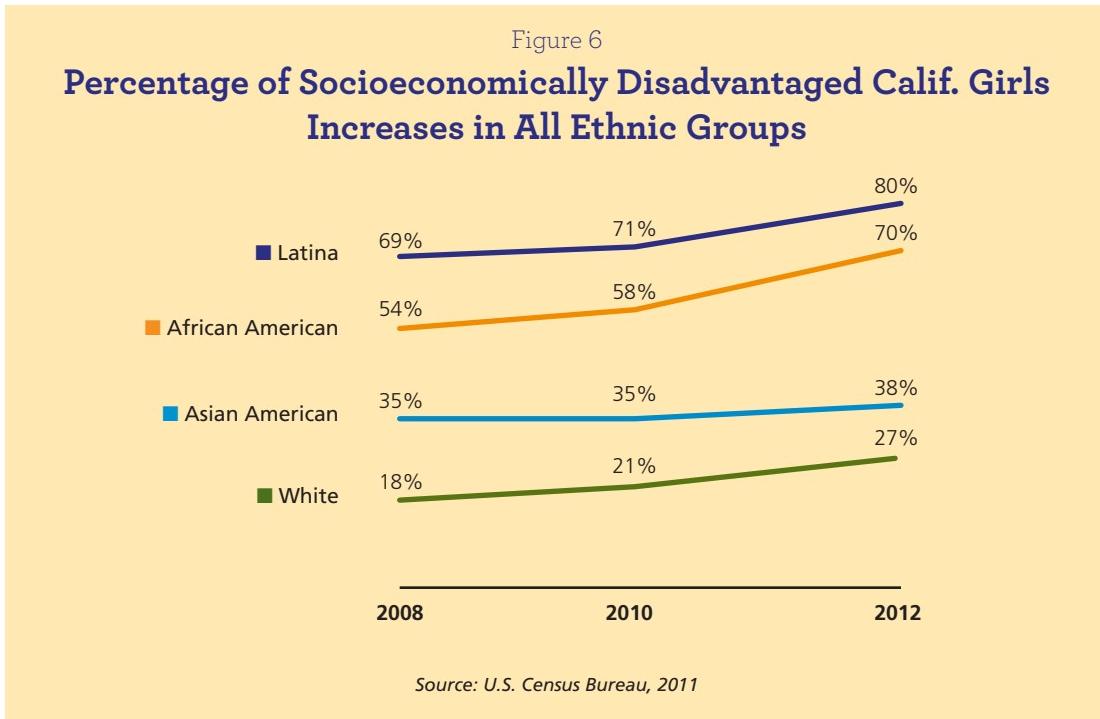
During the 2011-2012 academic year, 6.2 million students were enrolled in California public K-12 schools.¹⁴ Nearly half were girls.



California public school girls reflect the diversity of the state's population.¹⁵



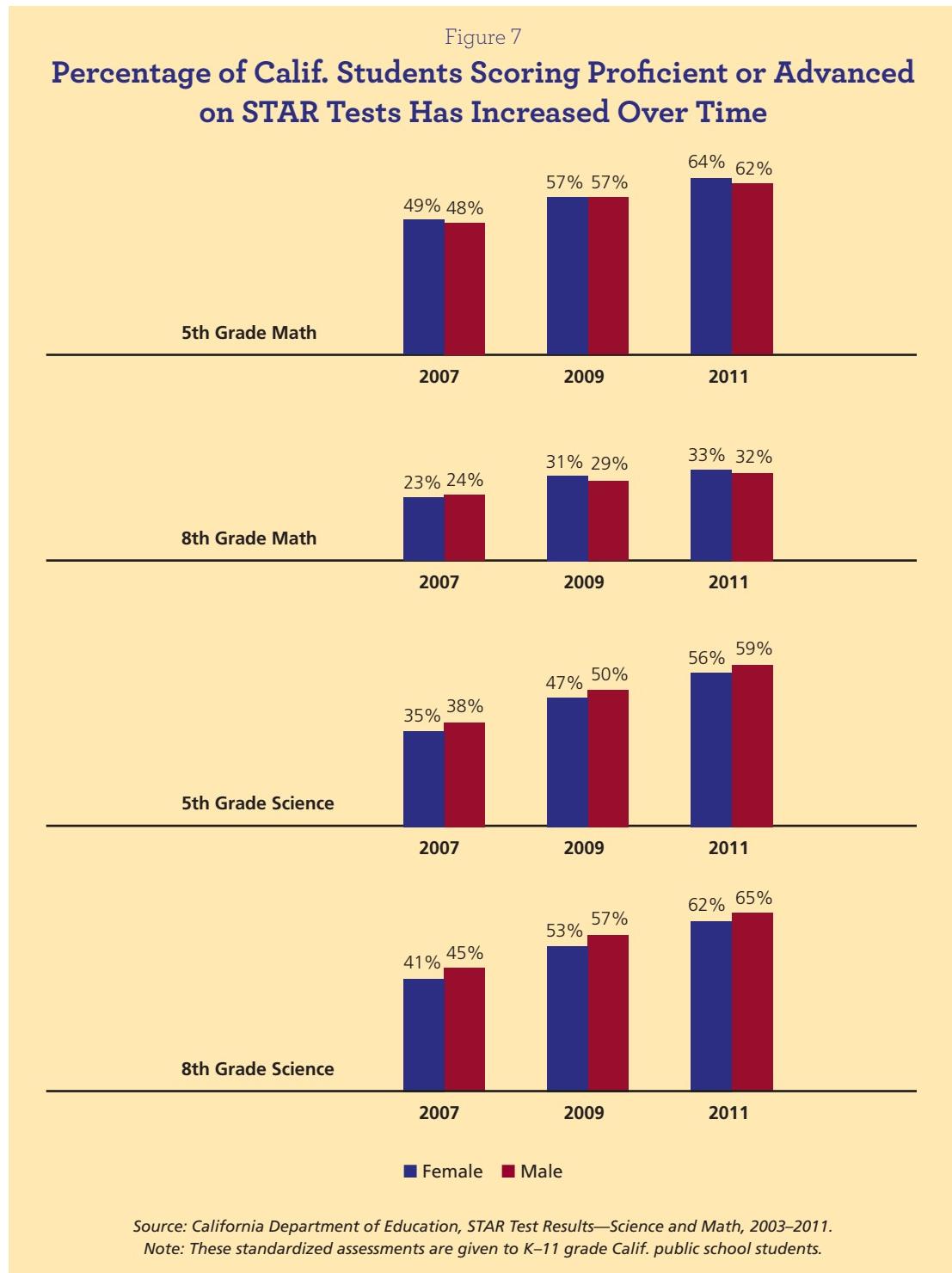
Education



With the economic downturn of the past five years, the percentages of students identified as socioeconomically disadvantaged has increased in all ethnicities.¹⁶



Science, Technology, Engineering and Math Fields (STEM)

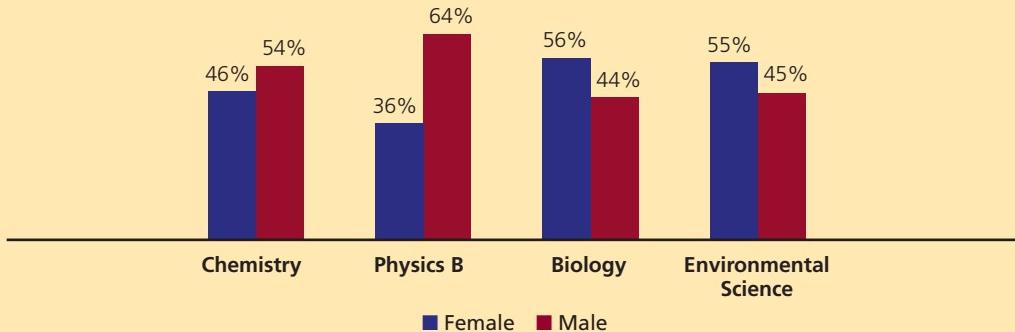


In California schools, both genders continue to improve in math and science performance in their early years, with girls on par or above boys through eighth-grade math but behind in science.¹⁷

Education

Figure 8a

Gender Participation in Calif. A.P. Science Exams Varies by Subject Matter

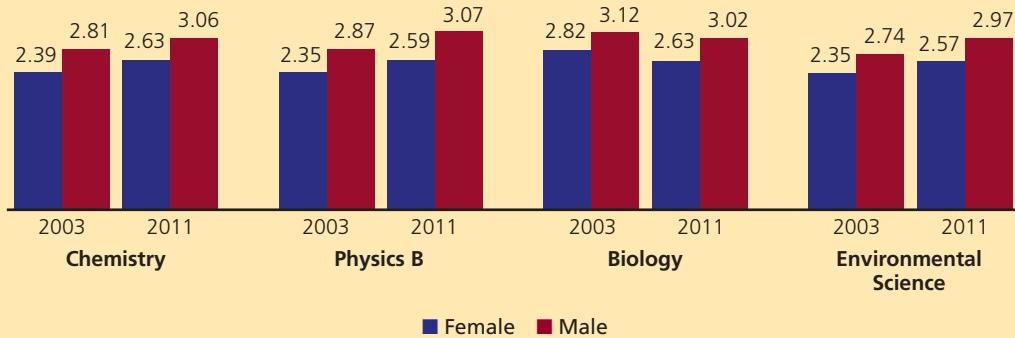


Source: College Board, 2011

While boys taking Advanced Placement (A.P.) exams participate in chemistry and physics more than girls, girls have greater participation in biology and environmental science than boys. Participation rates have remained the same for the last 10 years.¹¹³

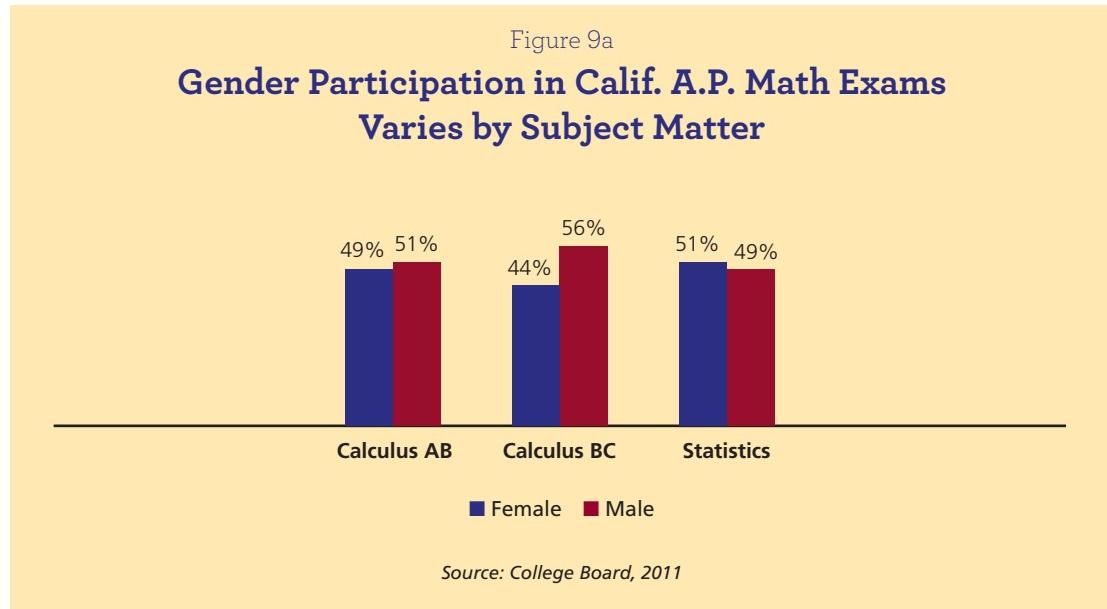
Figure 8b

Calif. Girls Test Lower Scores on A.P. Science Exams

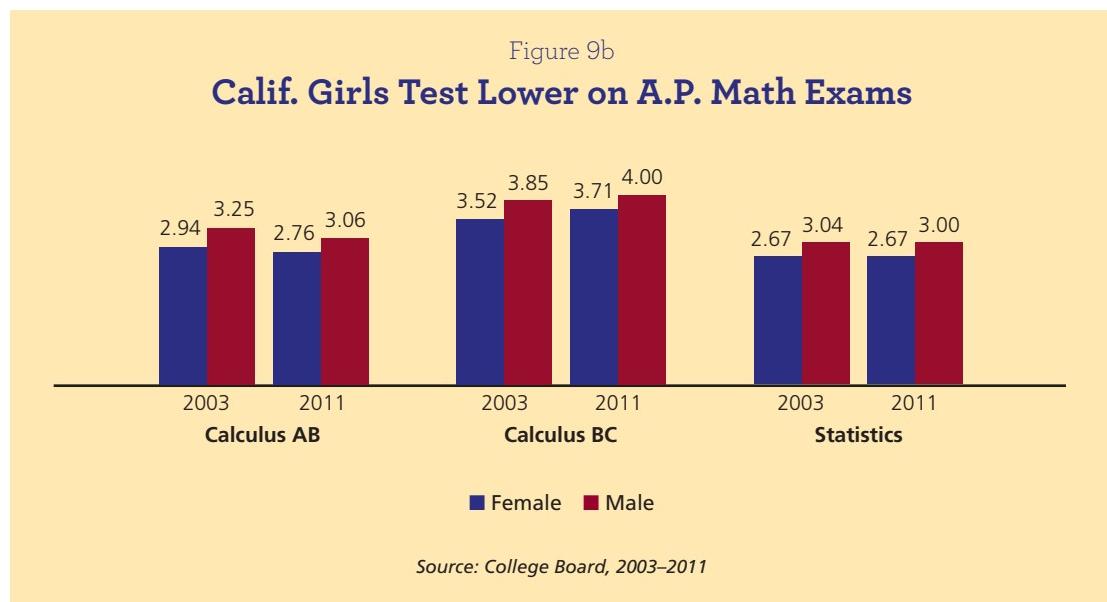


Source: College Board, 2003–2011. Note: These are average scores.

Regardless of participation rates, boys are scoring higher than girls on A.P. exams. The difference in scores has remained constant since 2003.¹¹⁴ On A.P. exams, the score range is 1–5, with a 3 being the minimum score accepted for college credit.



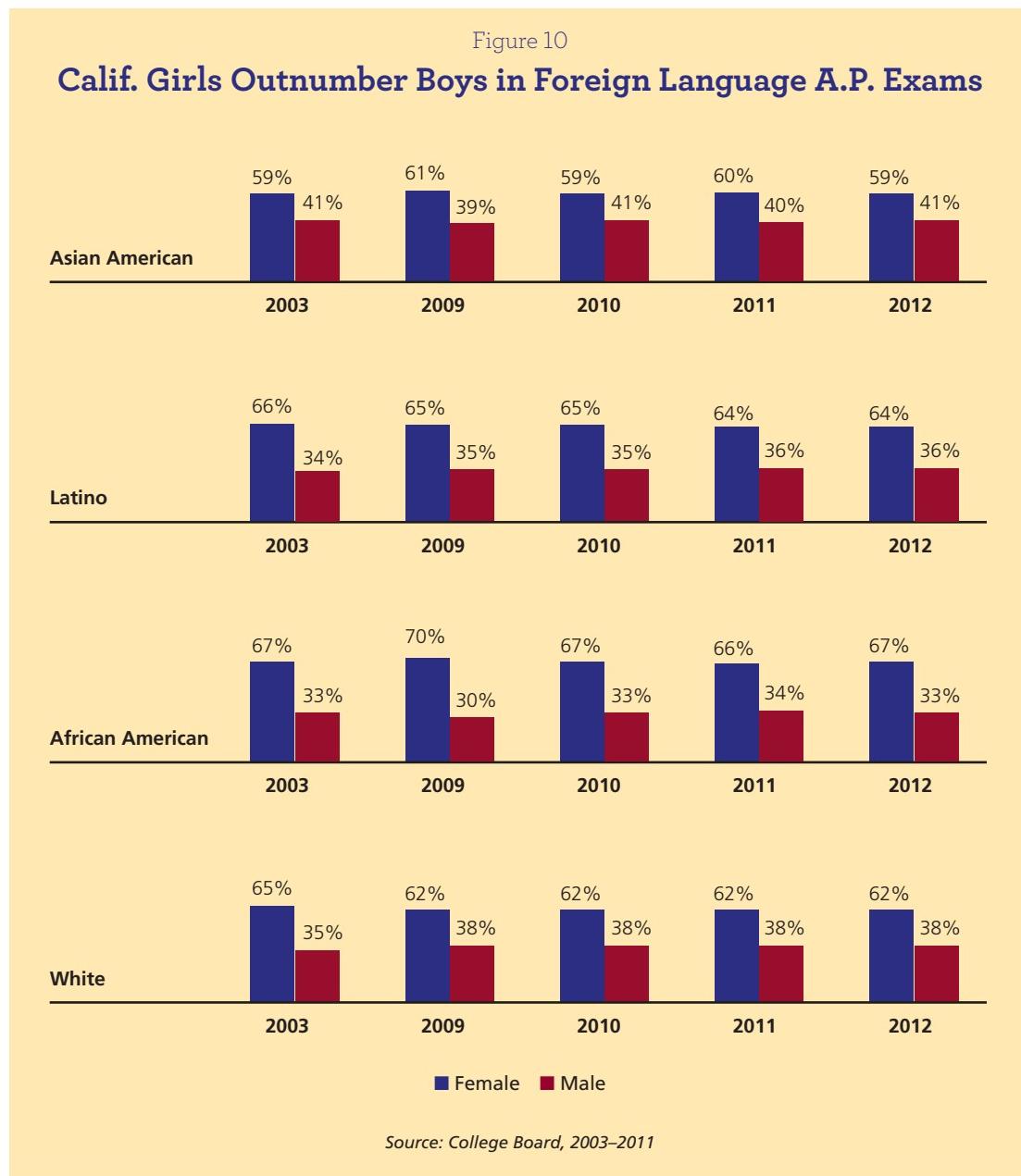
While more boys participate in taking A.P. calculus exams than girls, girls have greater participation in statistics than boys. Participation rates have been consistent for the last ten years.¹¹⁵



For the last 10 years, the average A.P. exam scores for girls in most STEM subjects has remained the same and are consistently lower than the scores for boys.¹¹⁸ On A.P. exams, the score range is 1–5, with a 3 being the minimum score accepted for college credit.

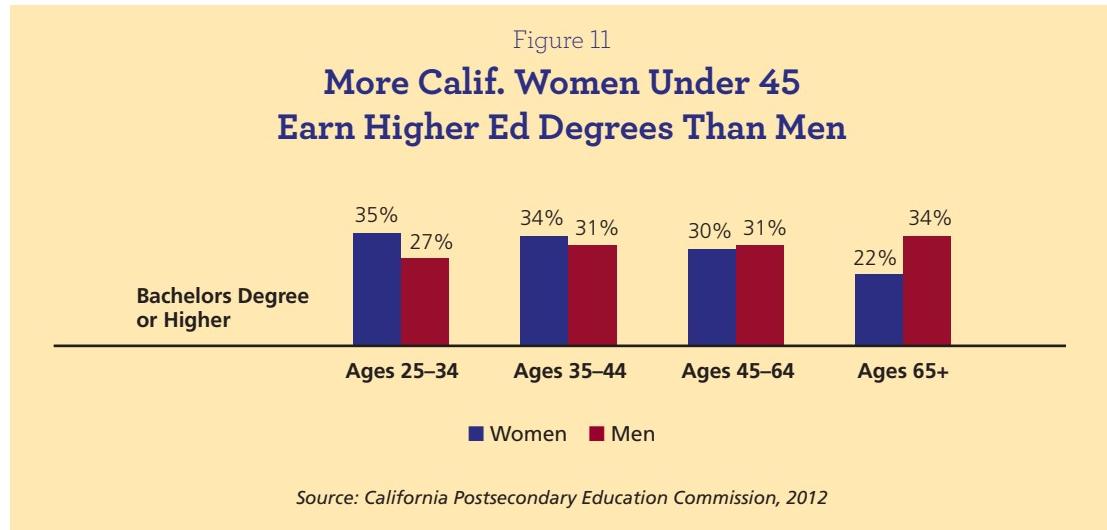
Study of Foreign Language

With 44% of California households speaking a language other than English and with expanding global opportunities, the ability to speak multiple languages is becoming increasingly valuable.²⁰

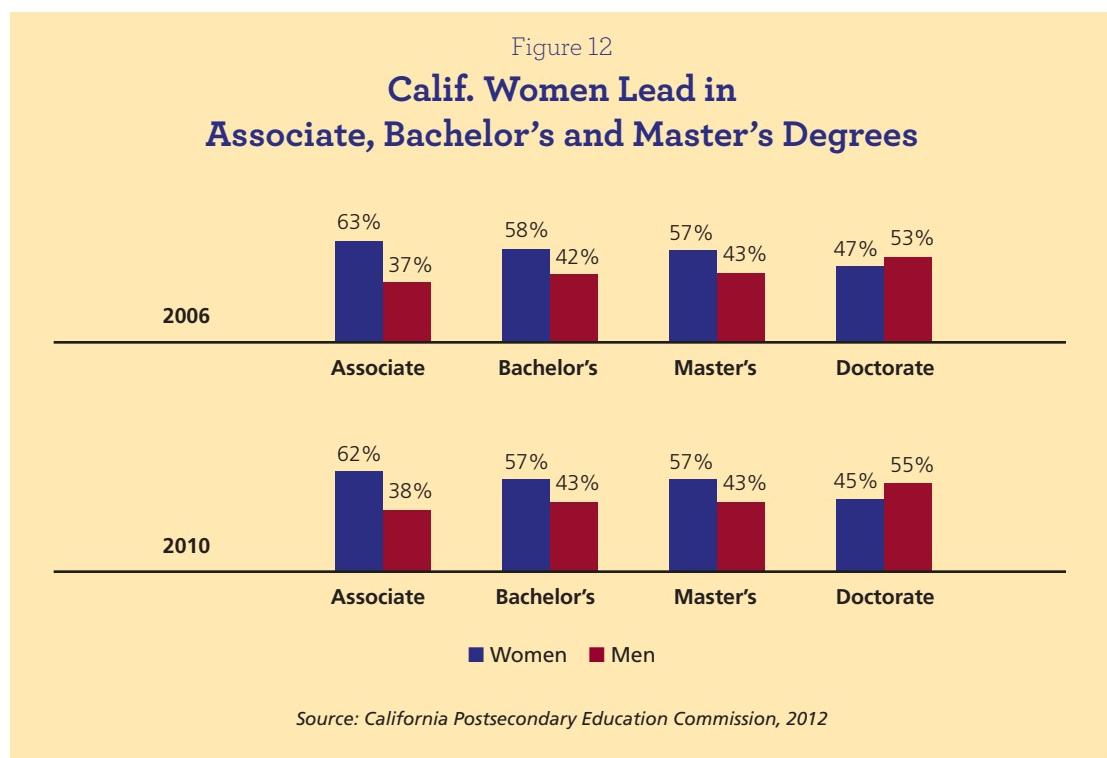


Over the past 10 years, a higher proportion of California girls have taken foreign language exams than boys.²¹ These tests included Chinese language & culture, French language, German language, Italian language & culture, Japanese language & culture, Latin: Vergil, Spanish language, or Spanish literature.

Postsecondary Education

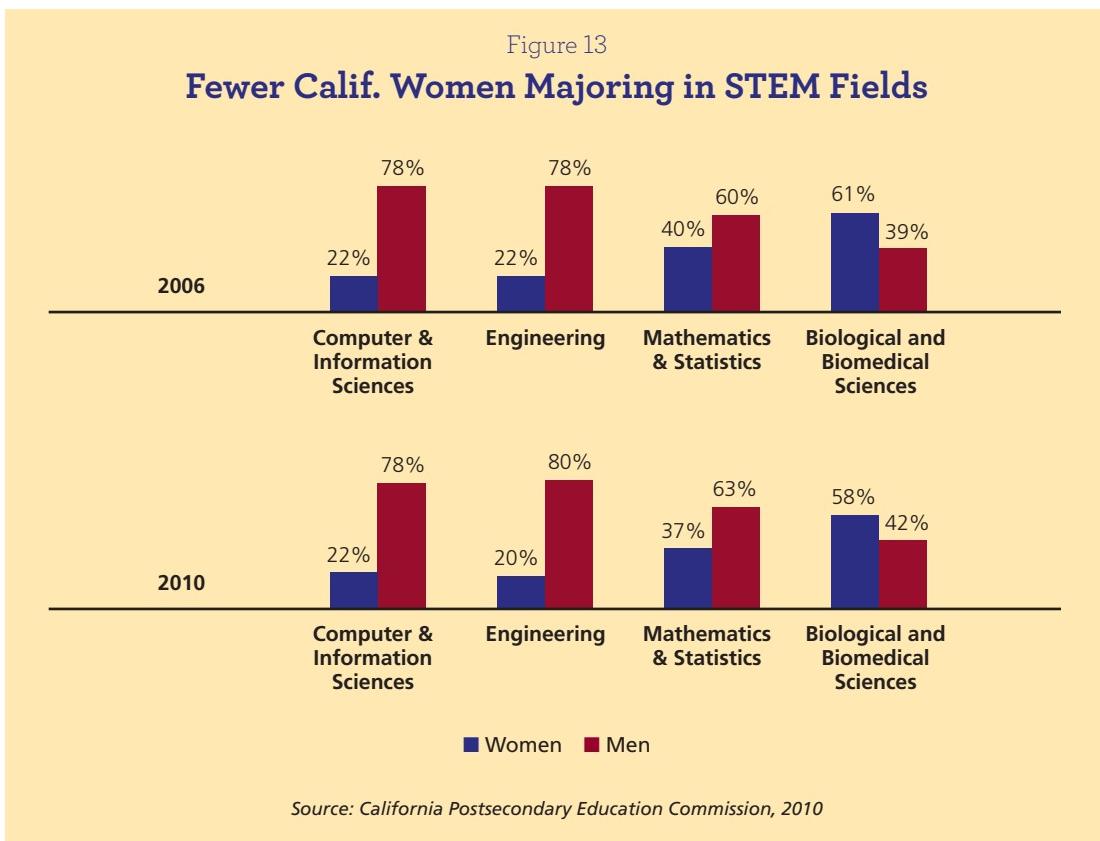


Today more women in California are earning bachelor's degrees than men.²²



Although California women are more likely to earn an associate, bachelor's or master's degree than men, men are more likely to earn a doctorate.²³ This trend has remained consistent for the last five years.

Education



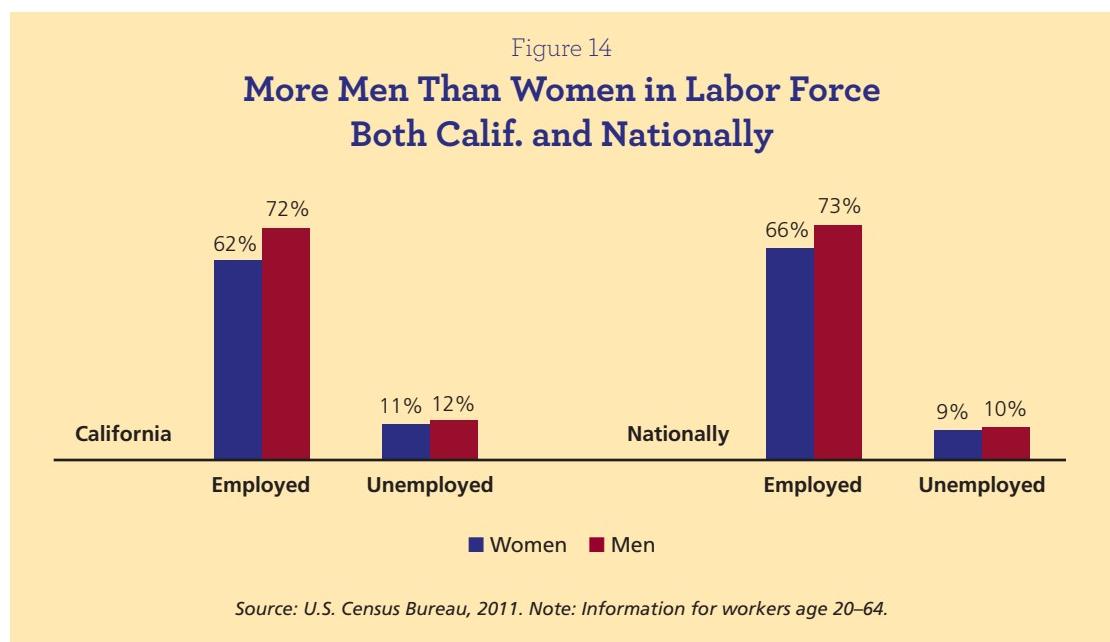
While California women are earning more degrees, with the exception of the biological sciences, fewer women than men are majoring in science, technology, engineering and math – degrees that can lead to higher paying jobs.²⁴ The gap in math and engineering has widened in the past five years.



Employment and Earnings

There is ample room for lessening the wage gap between California's women and men. As women increase their level of education and experience, the percentage of females in high-paying executive positions and career fields should increase. Due to retiring baby boomers and the state's aging population, healthcare positions will have the greatest future demand. And, while STEM fields generally represent some of the highest paying career opportunities, women presently tend to occupy the lower-paying positions within these areas. Currently, women are paid less than men across all occupations reported in California.

Employment Status



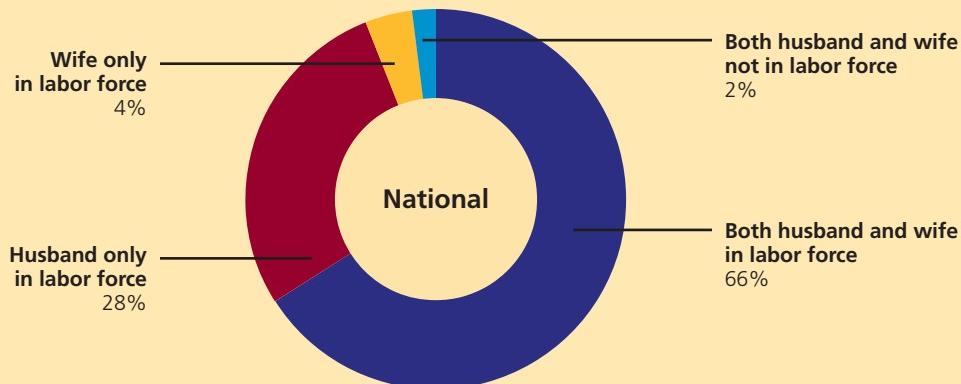
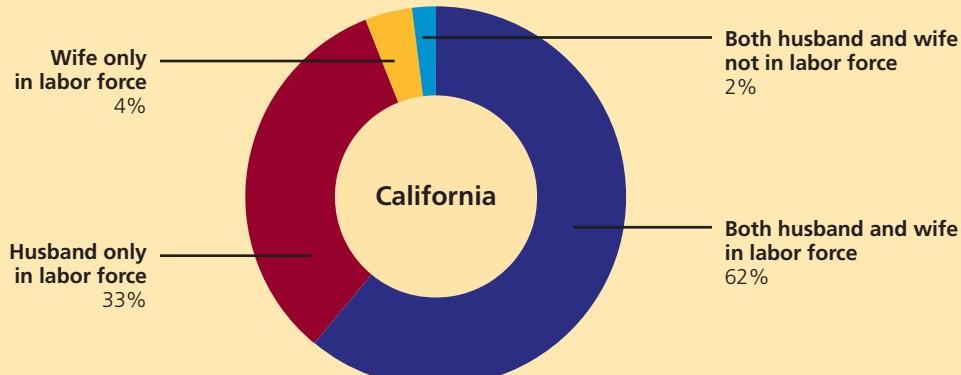
Recent numbers show that there are 10% more California men in the labor force than women. The unemployment rate is slightly lower for women. When compared to the national level, California's unemployment rate is slightly higher for both women and men.²⁵

Employment and Earnings

Figure 15

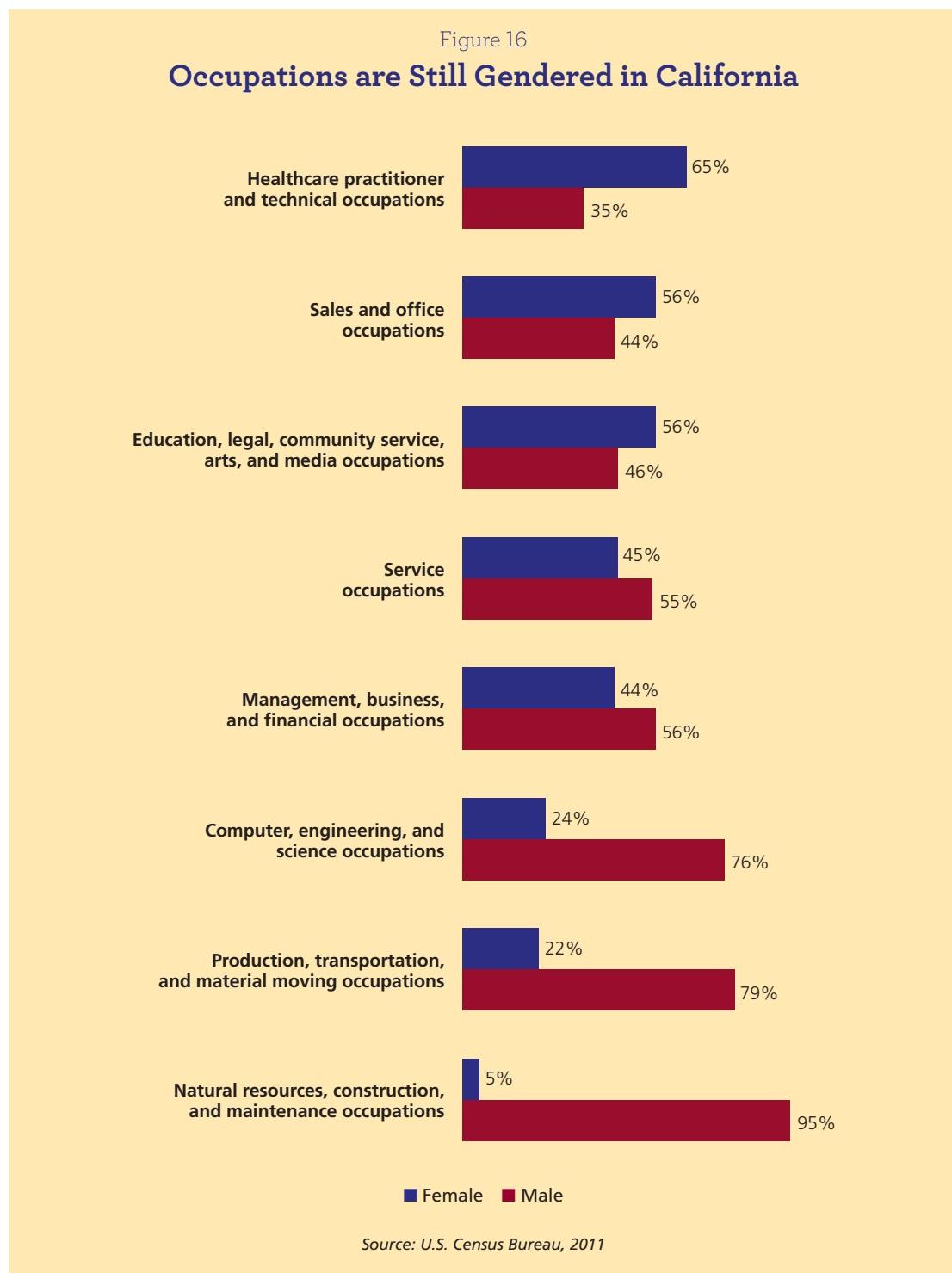
Calif. Families Mirror National Trends in Employment

Families with children under 18



Source: U.S. Census Bureau, 2011

In two-parent families, both parents are likely to work outside the home. Where only one parent works outside the home, it is much less likely to be the mother.²⁶

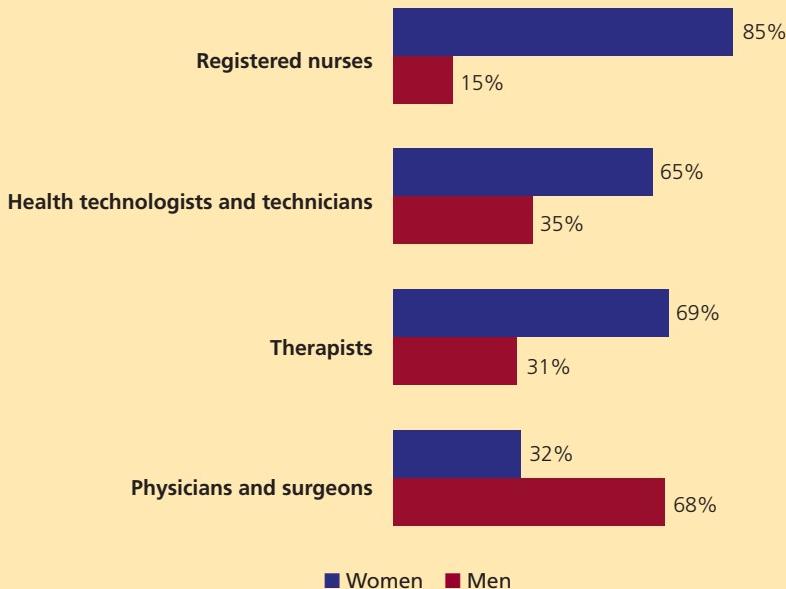


When looking at broad occupational categories within the state, women represent a majority of employees in three areas: healthcare practitioner and technical operations; sales and office occupations; and education, legal, community service, arts, and media occupations.²⁷

Employment and Earnings

Figure 17

Calif. Women are Concentrated in Nursing, Healthcare Technology Careers

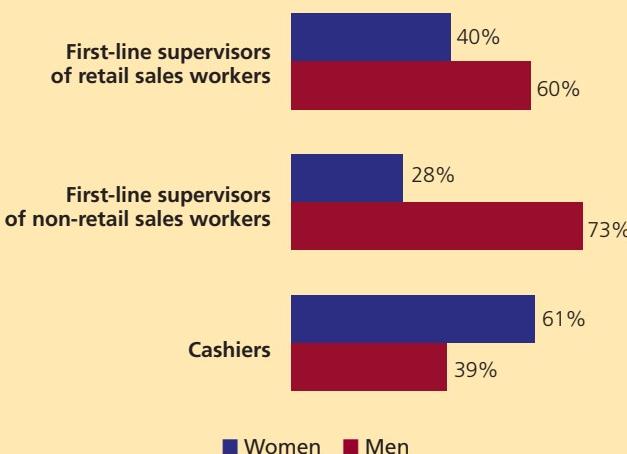


Source: U.S. Census Bureau, 2011

Within these categories, traditional gender roles continue. For example, women predominately occupy the lower-paying healthcare technician categories, while men comprise the majority of physicians and surgeons.²⁸

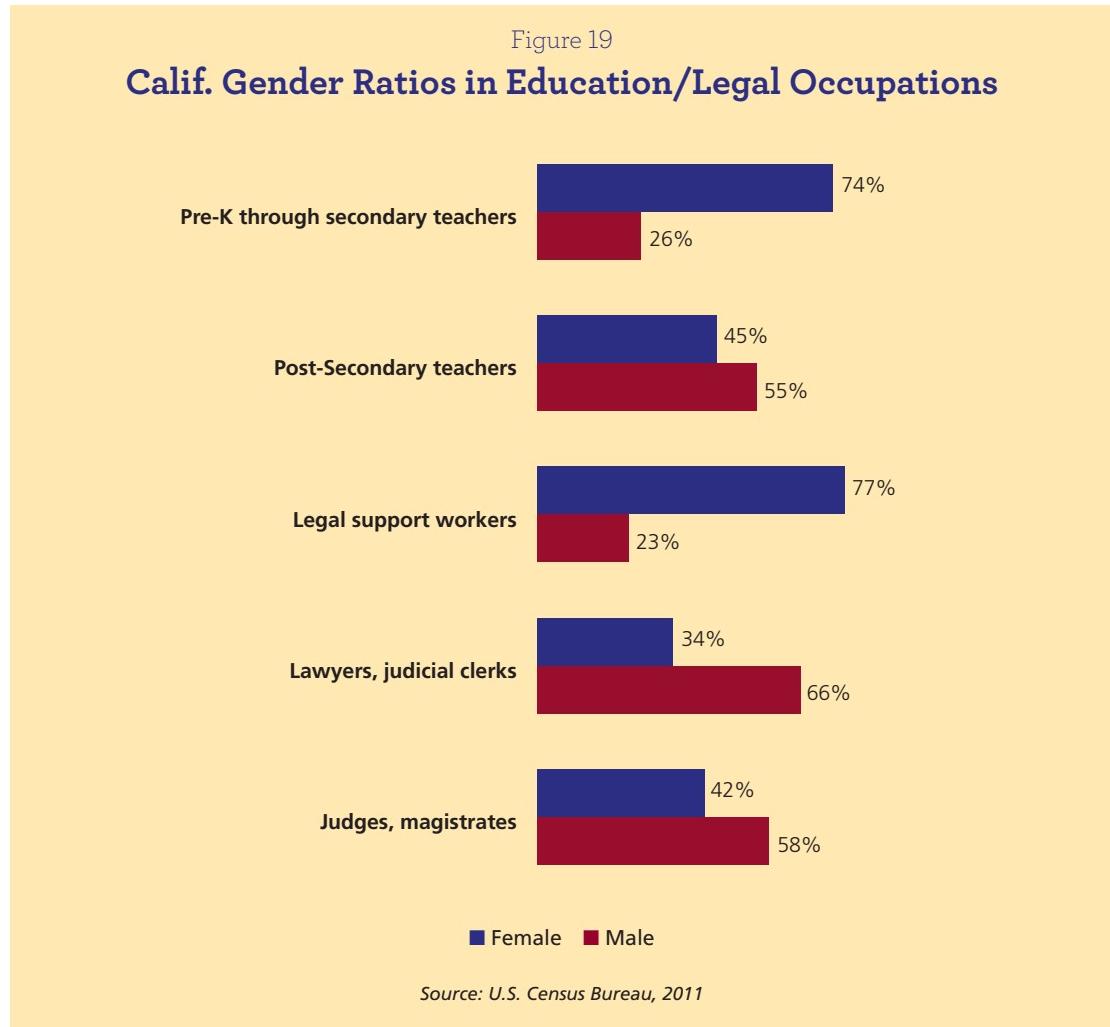
Figure 18

More Calif. Men than Women Hold Supervisory Positions



Source: U.S. Census Bureau, 2011

The “sales and office occupations” category employs the most women and has the second largest gender gap. Men hold the majority of supervisory positions, while women hold the majority of cashier positions.²⁹ There are encouraging signs in some sales and office occupations where women are well represented. For example, more women than men are employed as accountants.



Women are more likely to be pre-college teachers than men. Women also are much more likely to serve as legal support workers than are men, and are less likely than men to be lawyers and judges.³⁰

Earnings

Employment and Earnings

Figure 20

Calif. Women Still Earn Less Than Men in All Occupational Categories

Occupation clusters	Median Female Earnings	Median Male Earnings	Difference
Health diagnosing and treating practitioners and other technical	\$82,445	\$106,393	-23,948
Management, business and financial	\$61,591	\$81,859	-20,268
Natural Resources, construction and maintenance	\$22,628	\$37,446	-14,818
Architecture and engineering	\$75,133	\$89,821	-14,688
Computer, engineering and science	\$76,021	\$88,377	-12,356
Education, legal, community service, arts and media	\$53,893	\$66,225	-12,332
Production, transportation, and material moving	\$24,199	\$34,306	-10,107
Service	\$23,964	\$30,866	-6,922

Source: U.S. Census Bureau, 2011

Women earn less than men in every occupational cluster. Additionally, categories with the greatest earnings differences by gender include healthcare, legal and management occupations, where women hold fewer positions.³¹





Due to higher demand because of a growing and aging population in California, many of the fastest growing occupations are expected to take place in health care. The top healthcare occupations with the greatest growth and high median annual salaries include physician assistants (\$95,207), dental hygienists (\$96,317), and registered nurses (\$89,577).³³



Poverty

In California, as with the nation, women are more likely to be living in poverty than men. The number of women in poverty continues to rise, while the number of men in poverty remains the same. The numbers are particularly concerning for single women living with children and for Latinas. In 2011, more than half of poor women in California were Latinas. In addition, poverty rate varies by educational attainment and hits hardest females with the least amount of education.

Poverty Level

For definition purposes, an individual or family is considered to be living in poverty if 100% of their pre-tax income falls below the federal poverty threshold created by the U.S. Census Bureau.³⁴ The threshold amounts vary based on annual income, family size and age of householder. The poverty threshold for a family of three in 2012 was \$19,090.³⁵

In 2011, 18% of all California women and girls were living in poverty, an increase from 17% in 2010.³⁶ This equals 3.3 million females. The national poverty rate for women and girls is 17%.³⁷ The poverty rate for California men and boys at 15% saw no increase from 2010 to 2011.³⁸ The national rate is also 15%.³⁹

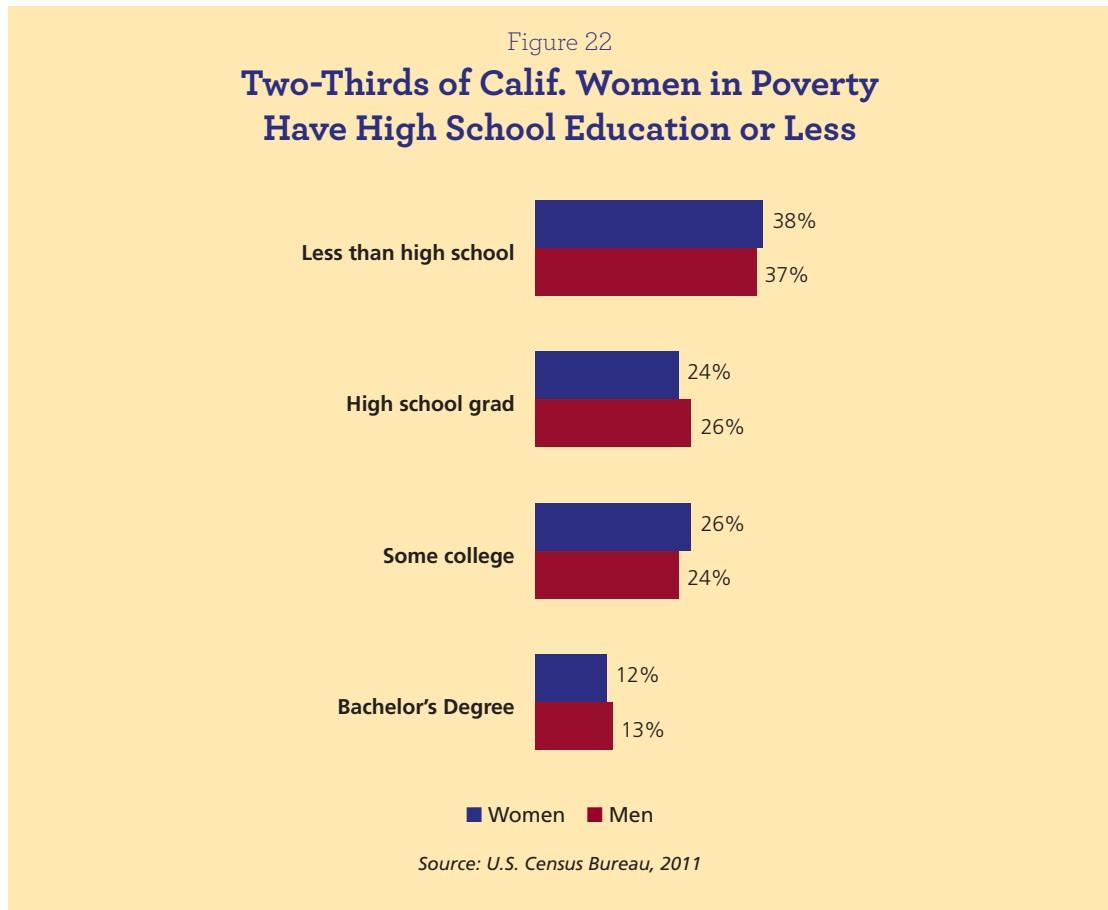
Poverty by Marital Status

Close to half (45%) of households in California headed by women with children under 18 have incomes below the poverty level. Only 14% of the state's married couples with children under 18 have incomes below the poverty level.⁴⁰ Nationally, 48% of households headed by women with children and 11% of married couples with children have incomes below the poverty level.⁴¹



Poverty

Poverty and Education



Of women in poverty (over the age of 25), 62% have a high school education or less, whereas 26% have some college and 12% have a college degree. These statistics are similar to males.⁴²

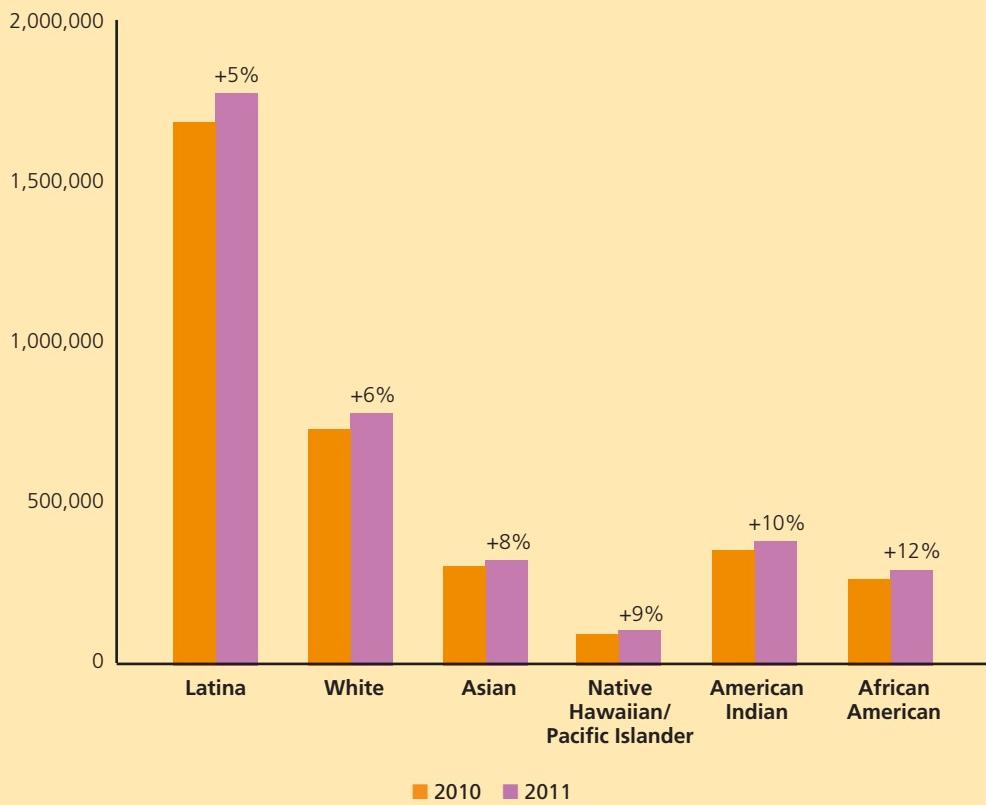


Poverty and Ethnic Group

Poverty

Figure 23

Increases in Poverty Largest Among Calif. Women of Color



Latinas account for over half of all females in poverty. However, the largest increases in poverty rates from 2010 to 2011 were with Asian and American Indian females.⁴³

Media

California is one of the largest producers of media in the nation in terms of television shows and films.⁴⁴ The creation and consumption of media are a prominent aspect of California living. However, as half of California's population, women continue to be underrepresented both behind the camera and in front of it – in film, television, and radio. In addition, the predominant portrayals of women in film and television are largely absent in high status and skilled professional fields that require higher education and leadership ability. However, the role of women in these media is limited.

Women in the News Media

In 2012, women comprised roughly a third of all news staff.⁴⁵

- **Newspapers:** Women total 37% of newspaper reporters, photographers, editors and supervisors.
- **Television newsrooms:** Women comprise 40% of the total television news force and 28% of news directors.
- **Radio:** Women are 29% of the total radio news workforce, 18% of news directors and 18% of radio general managers.
- **Newsmakers:** Globally, the number of news stories that are related to women in 2011 was 24%. This represents an increase since 2000 when only 18% of news stories about women.

Women in Film and Television



The percent of behind-the-scenes occupations women hold in the film industry.

The percentages for key roles in the film business in which women are employed⁴⁶:

- **4%** cinematographers
- **5%** directors
- **20%** editors
- **18%** executive producers
- **25%** producers
- **14%** writers



The percent of behind-the-scenes occupations women hold in the television industry.

The percentages for key roles in television in which women are employed are⁴⁷:

- **18%** creators
- **11%** directors
- **4%** directors of photography
- **20%** editors
- **22%** executive producers
- **37%** producers
- **15%** writers

Representation of Women in the Media

Women still have a long way to go before their presence in media programming is equal to men. In family films, only 28% of characters with speaking roles are women. In children's shows, only 31% of these characters are female.⁴⁸

Media

Figure 24a

Prevalence of Female Characters is Limited Across Media

Prevalence indicator	Family films	Prime-time programs	Children's shows
% of female characters	28%	39%	31%
Ratio of male to female characters	2.53 to 1	1.57 to 1	2.25 to 1
% of stories with female narrators	27%	44%	20%
% of stories with gender-balanced casts	11%	22%	19%
Total number of speaking characters	5,839	5,520	568

Source: Geena Davis Institute on Gender in Media, 2012

Additionally, representation of female leadership remains a challenge in both family films and prime-time programming. Females are still not on par with males in the number of influential positions held across eight primary occupations.⁴⁹

Figure 24b

Prevalence of Female Characters as Leaders is Limited Across Media

Industry	Family films		Prime-time programs	
	Females	Males	Females	Males
% in CEO positions	3%	97%	14%	86%
% of investors, developers	0%	100%	43%	57%
% of high-level politicians	5%	95%	28%	72%
% of chief justices, DAs	0%	100%	0%	100%
% of doctors, health care managers	22%	78%	30%	70%
% of editors-in-chief	0%	100%	100%	0%
% of academic administrators	39%	61%	39%	61%
% of media content creators	34%	66%	27%	73%

Source: Geena Davis Institute on Gender in Media, 2012

Technology

Technology

As information and communication technologies become an integrated, indispensable part of people's lives, the status of women in terms of their knowledge, ownership, and use is lagging compared to men. Women are making strides as owners of popular forms of technology (e.g., laptops, cellphones) but are generally behind in their confidence in technology uses.⁵⁰

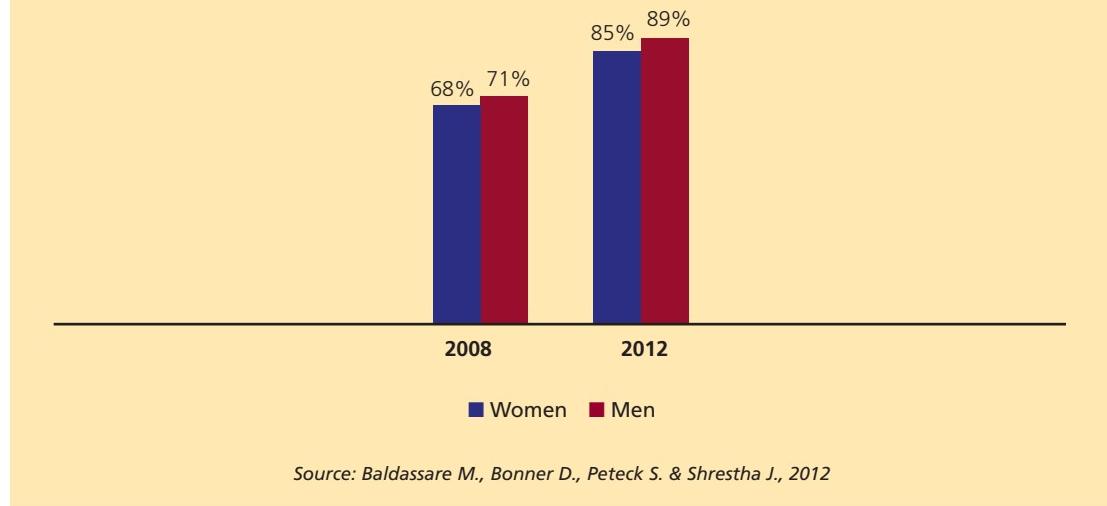
Internet Usage

California remains a leader in technology use and development. Compared to the nation, California residents are more likely to use the Internet (87% v 85%) and have a broadband Internet connection at home (73% v 66%).⁵¹

Technology Use

Figure 25

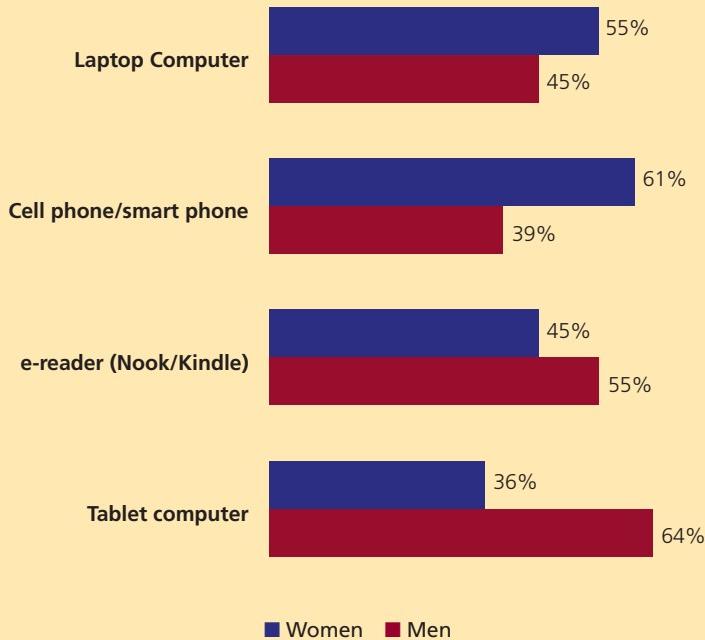
Calif. Internet Use has Increased Across Genders



While both women and men report an increase in the use of the Internet over the last five years, there remains some gender differences.⁵²

Technology

Figure 26
Technology Ownership Varies by Gender

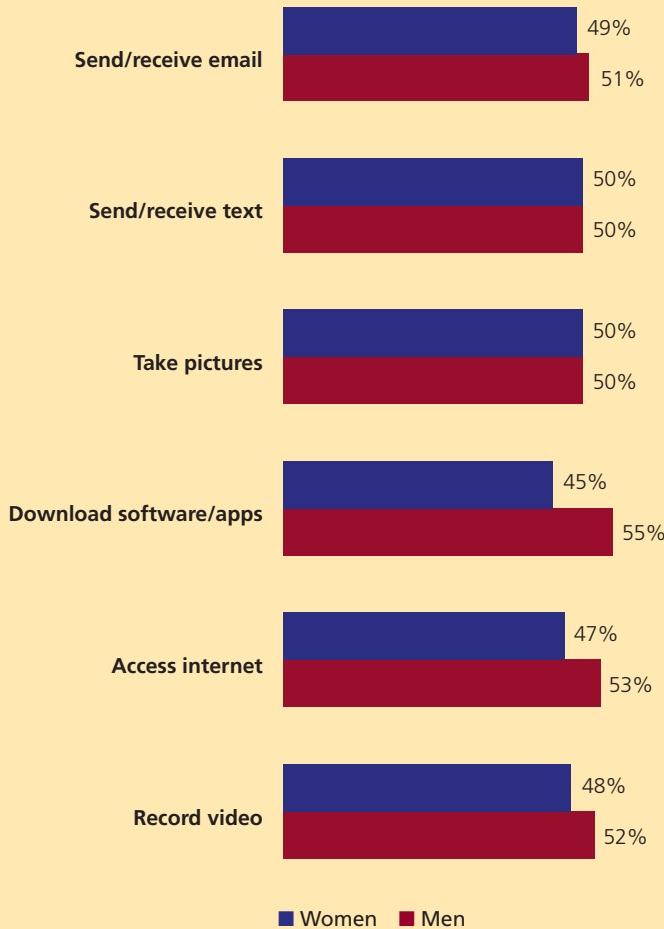


Source: Baldassare M., Bonner D., Peteck S. & Shrestha J., 2012

Women are less likely to own e-readers and tablet computers than men, but are more likely to own laptops and cell phones.



Figure 27

Use of Cell Phone Technology Varies by Gender

Source: Pew Research Center, Pew Internet & American Life Project, 2012

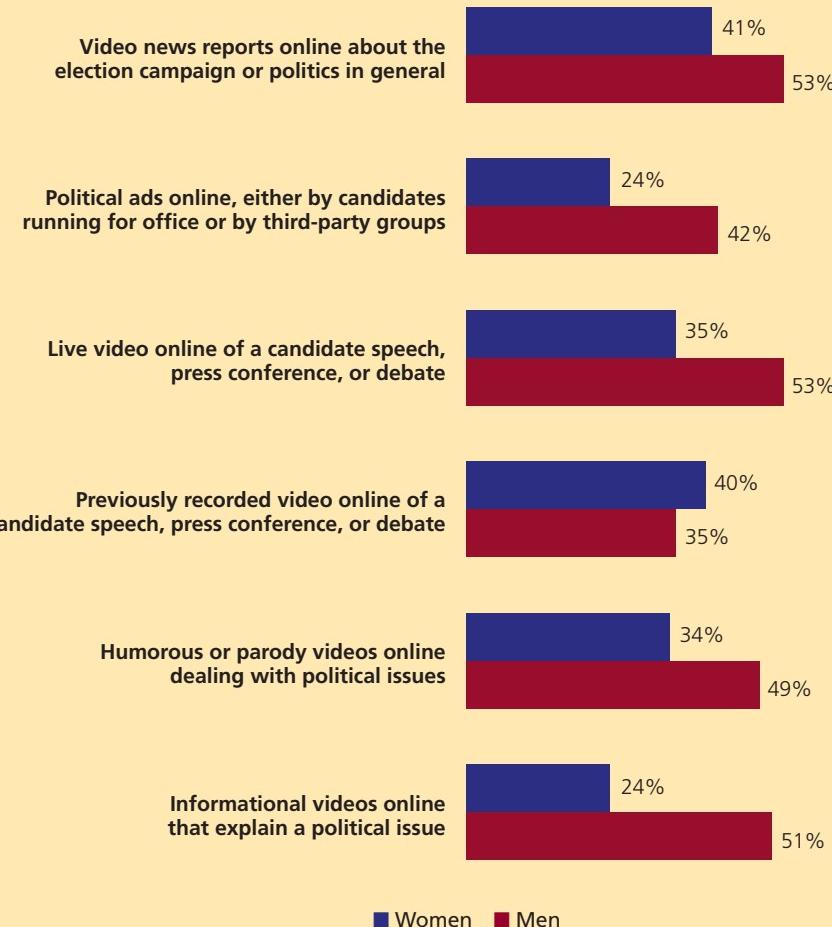
However, ownership alone does not dictate knowledge or use. Among cell phone users, women are less likely than men to use email, download apps, access the Internet and record video.⁵³

Online Activity

Technology

Figure 28

Calif. Women Less Likely to Engage in Political Activity Online

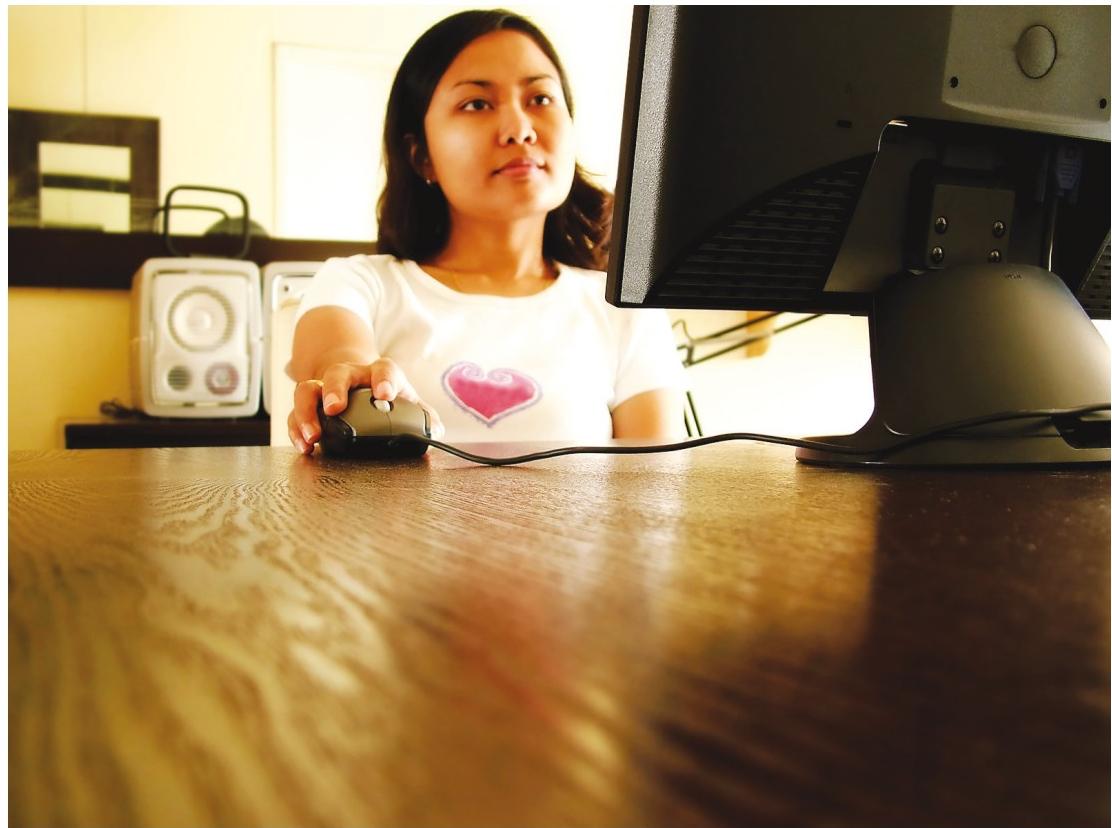
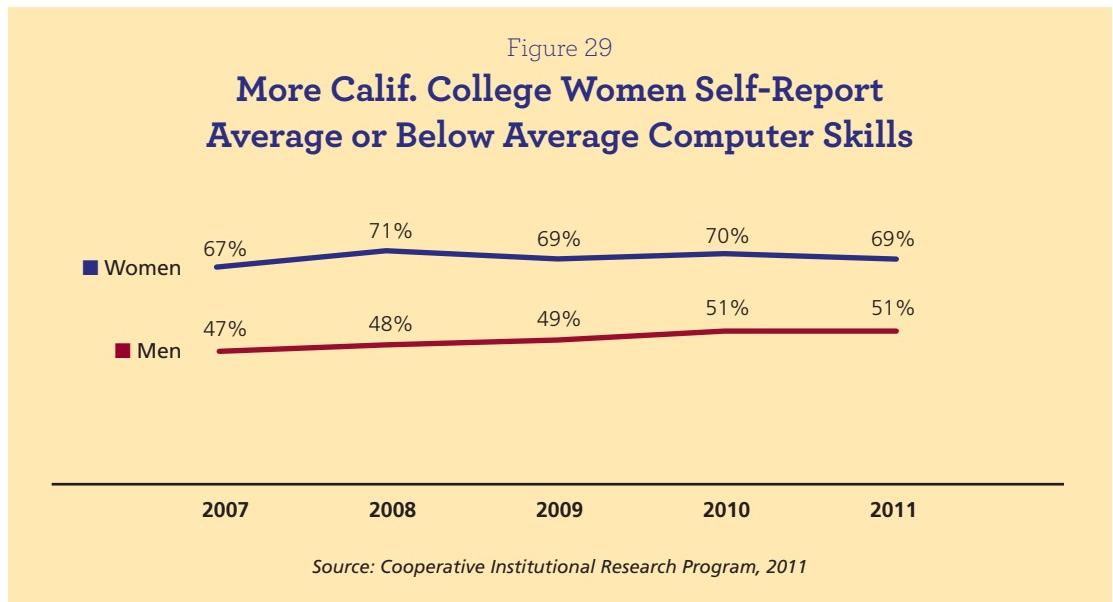


Source: Pew Research Center, Pew Internet & American Life Project, 2012. Note: Watched online in 2011.

In addition, specific Internet use during the last presidential election revealed that women were less likely than men to watch videos online related to news reports, political ads, live candidate speeches or debates, political parodies, and political issues.⁵⁴

Women's Perception of Technology Skills

From 2007 to 2011, survey data of California colleges revealed a persistent lack of confidence in computer skills for women compared to men. In 2011, 69% of women self-report average or below average computer skills compared to 51% of men.⁵⁵



Leadership

Women are making strides in gaining leadership positions in government and private industry. After historic wins in the 2012 national elections, there are now more women serving in the U.S. Congress than at any other time in history.¹¹⁷ However, women remain underrepresented in federal, state and local government. In California government, women actually lost ground. Fewer women are serving in California state and local government in 2013 than in 2012.¹¹⁸ In private industry, more women are serving on boards of large companies. However, a significant gender gap remains among CEOs in California's Fortune 400 companies.

Public Sector

National Representation

The 113th Congress includes 20 women in the U.S. Senate (out of 100) and 77 in the House of Representatives (out of 453). Those are the highest numbers in history for both chambers, yet women only represent 20% of senators and 18% of representatives.¹²⁰

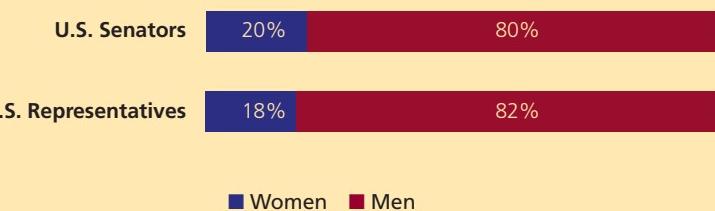
California will continue to be served by two women in the Senate.¹²¹

The state has 53 representatives in the House, 18 (or 34%) are women and of those ten are women of color. They include three African Americans, two Asian/Pacific Islanders, and five Latinas.¹²²

Of the nation's 50 governors, only five are female, a mere 10%.

Figure 30a

Women are Underrepresented in Federal Government



Source: Center for American Women in Politics, Eagleton Institute of Politics, Rutgers University, 2012

While women comprise nearly half of California's population, they are underrepresented in federal government.¹¹⁹

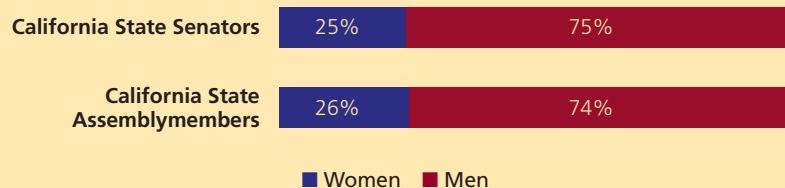
Leadership

State Representation

Two out of eight elected officials in California's executive branch are women — the Attorney General and the Secretary of State. Only nine women have been elected to serve in California's executive branch since 1967. Attorney General Kamala Harris, elected in 2010, is serving in the highest state office ever held by a woman in California.¹²³

Figure 30b

Women are Underrepresented in State Government



Source: Center for American Women in Politics, Eagleton Institute of Politics, Rutgers University, 2012

Fewer women are serving in the California Senate and Assembly since the November 2012 elections. Beginning in 2013, the Senate will include 10 women, down from 12 and the Assembly will include 21 women, down from 22. Prior to the election, women comprised 28% of the state Legislature. As of 2013, women will make up only 26%.¹²⁴

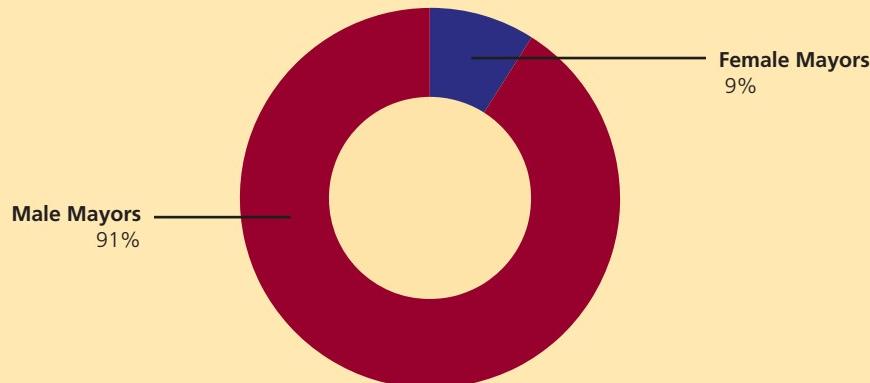
The number of women in the California Senate peaked at 13 in 2009 and peaked at 25 in the Assembly in 2003–2006.¹²⁵

California is ranked 19th in the nation for the number of women serving in statewide office, down from a high of 6th place in 2003 and 2004.¹²⁶

Local Representation

Figure 31

Calif. Women are Underrepresented in City Government



Source: Center for American Women and Politics, Eagleton Institute of Politics, Rutgers University, 2012

Nationally, 217 U.S. cities (17%) with populations over 30,000 had female mayors.¹²⁷

In California, 45 cities with populations over 30,000 had female mayors, or just over 9%.¹²⁸

The number of women serving on county boards decreased slightly this year. As a result of the November 2012 election, six fewer women are serving on County Boards of Supervisors. Previously, there were 73 women serving (25%), and now there are 67 women serving (23%) in 2013. This year, 18 (out of 58) counties in California will have no women serving on their Boards of Supervisors.¹²⁹

California Supreme Court

The majority of the members of the Supreme Court of California are women (4 out of 7). That has been the case since January 2011 with the appointment of Chief Justice Tani Cantil-Sakauye. She is the second woman to hold that position.¹⁴⁰

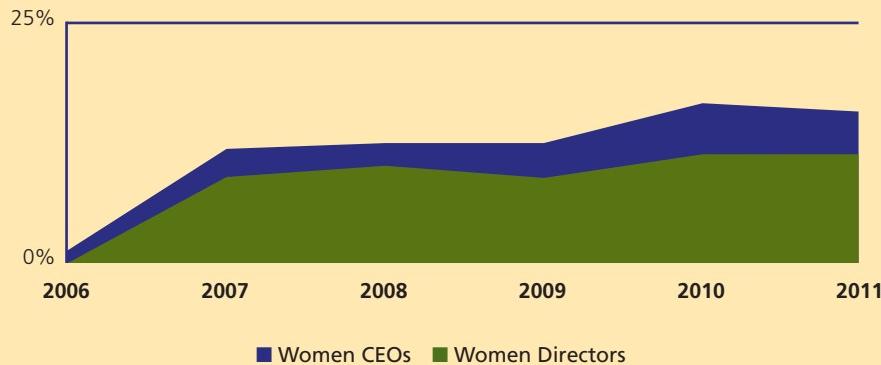
Private Sector

California's Fortune 400

Almost two-thirds (63%) of California's 400 largest public companies have no women among the highest-paid executives. Another 30% of the state's companies have only one woman in this category, while only 7% companies have two or more women among the highest-paid executives.¹³⁰

Figure 32

Women Comprise Small Portion of Public Company Leadership in Calif.



Source: Adapted from UC Davis Study of California Women Business Leaders, 2012

Only 3% have a woman serving as CEO; this percentage remains unchanged from 2011. Several of these women CEOs have multiple roles (CEO and president, or chairman and CEO). The CFO category has the most women (12%). This is a slight increase in the number of women who are chief financial officers since 2011 (11%).¹³¹

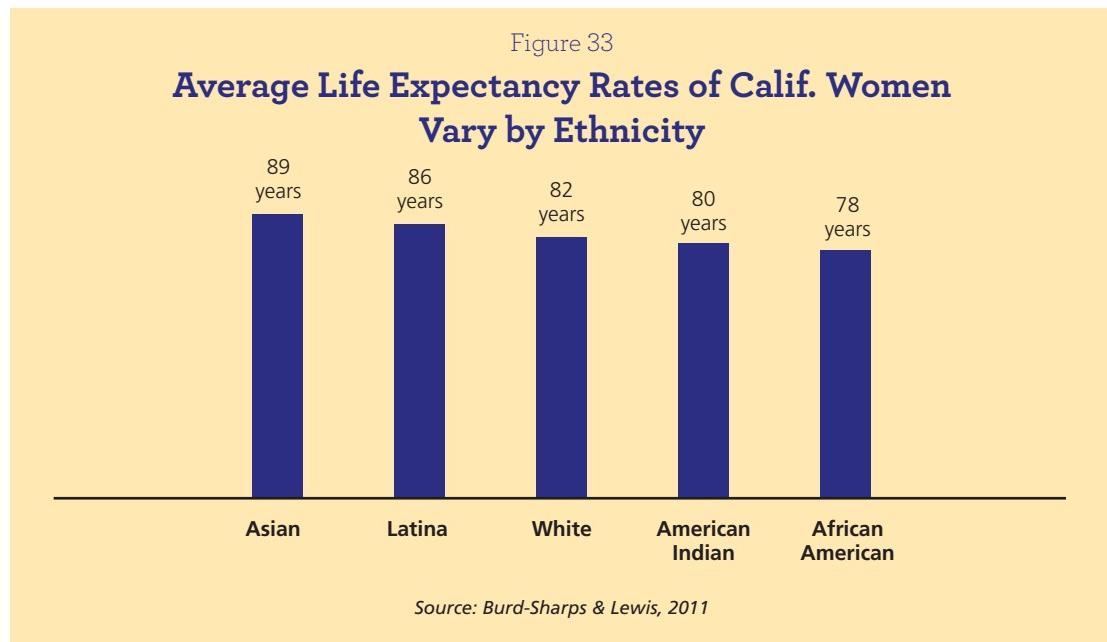
Women comprised 11% of corporate boards in 2012, an increase of 0.5% since 2011 and the largest increase since 2008. This continues a modest upward trend from 9% in 2006. The healthcare sector has the largest percentage of companies, 26 out of 38 (68%), with at least one woman director.¹³²

Physical Health

Physical Health

The health picture for women and girls in California continues to show encouraging trends with significant strides in life expectancy. However, the increasing rate of childhood obesity is concerning. An important factor in reducing childhood obesity is breastfeeding. California has the greatest legal protections for employed breastfeeding mothers in the nation. All California females will benefit as the Patient Affordability, Protection, and Care Act of 2010 is implemented, increasing access for women and girls to preventative healthcare services.

Current Health Status



Asian and Latina women live longer than the average life expectancy of 82 years for all California women.¹³³

Cardiac disease and cancer continue to be the two leading causes of death for Californians, both women and men.¹³⁴

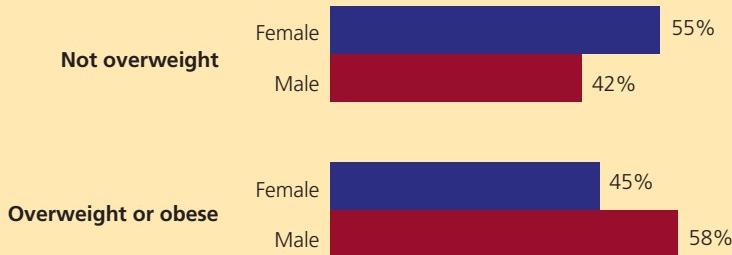


Obesity

Physical Health

Figure 34

Fewer Calif. Females Overweight Than Males



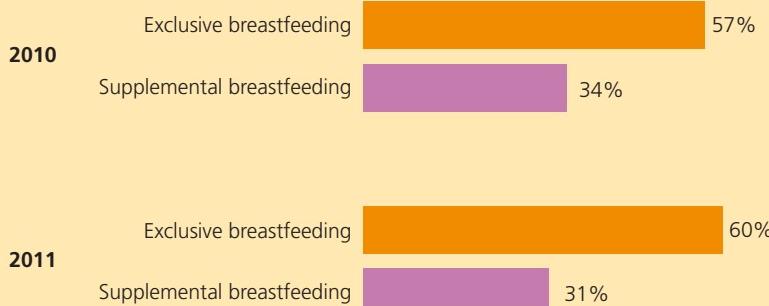
Source: California Health Interview Survey, 2009

While obesity continues to be a challenge, in the state of California women and girls are less likely to be obese than California's men and boys.¹³⁵

Breastfeeding initiation is an important factor in decreasing childhood obesity.¹³⁶

Figure 35

California's Rate of In-Hospital Breastfed Babies is Increasing



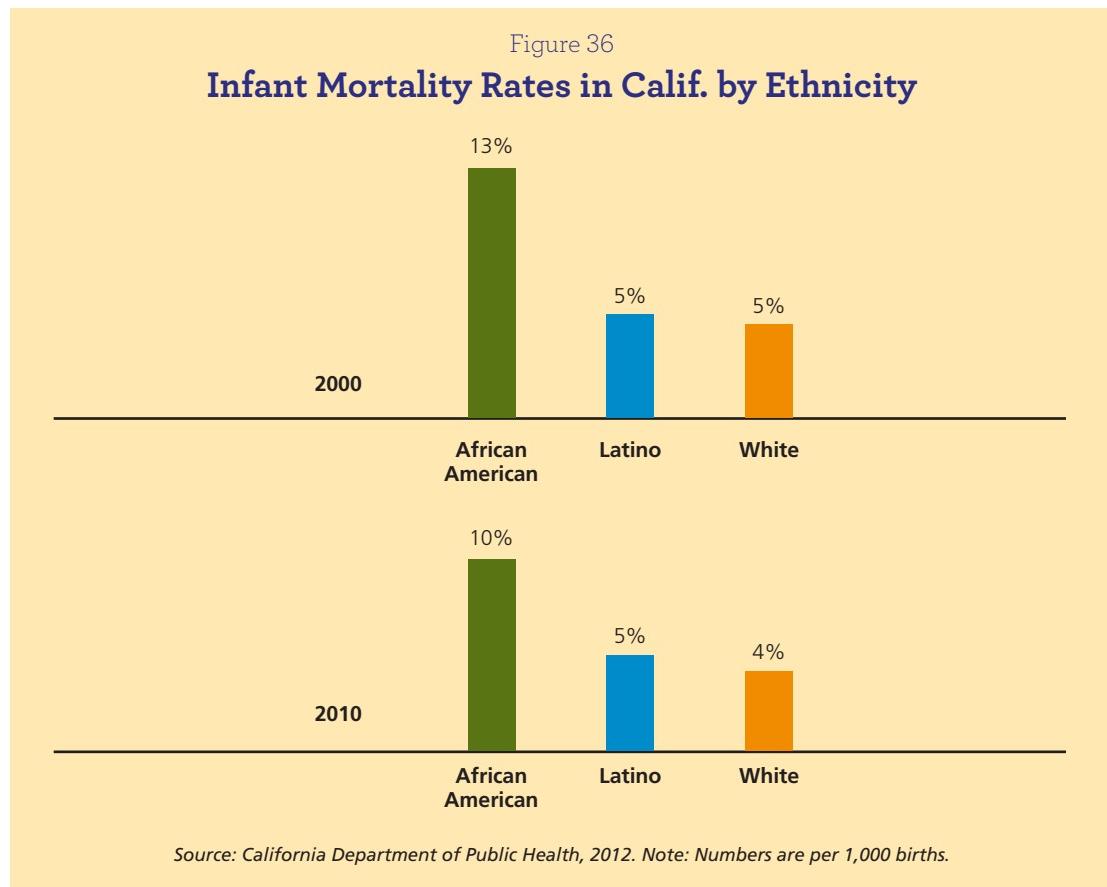
Source: California Department of Public Health, 2011

California is making progress on increasing the rate of in-hospital breastfeeding. The rate of exclusive breastfeeding has increased from 57% in 2010 to 60 % in 2011.¹³⁷

Physical Health

Maternal and Infant Health

The total birth rate continues to decrease in California.¹³⁸ The teen birthrate among all ethnic groups fell to a record low in 2011.¹³⁹



California's infant mortality rate reached historic lows in 2010 (4.7/1000 live births). Yet African American babies continue to die at rates 2.3 times that of white babies.⁵⁶ The state's infant mortality rate is lower than the national average (6.6/1000 live births).⁵⁷

Preterm births declined for the 4th year in a row to 10% in 2011. California's rate of pre-term births is slightly better than the national average.⁵⁸

In California, 33% of women deliver via C-section. This is slightly higher than the national average.⁵⁹

Mental Health and Violence During Pregnancy

Postpartum depression affects 13% of all California women; whereas, prenatal depression affects 15%. Low-income women are more likely to suffer from depression before and after pregnancy. Women are more likely to experience intimate partner violence during pregnancy and in California, 7% of women report experiencing violence during their pregnancy.⁶⁰

Pregnancy and Breastfeeding for the Employed Mother

California workers may apply for maternity disability that includes 10 weeks of partial wage replacement.⁶¹ In 2012, Governor Jerry Brown signed into law an amendment to the Fair Employment and Housing Act (AB 2386), which now protects employed breastfeeding mothers from sex discrimination and harassment.⁶² That same year, the Fair Employment and Housing Commission passed new regulations, which now include lactation as a defined “other related medical condition” to pregnancy.⁶³ These measures, combined with state and federal law, make California the state with the greatest legal protections for employed breastfeeding mothers.

Access to Healthcare

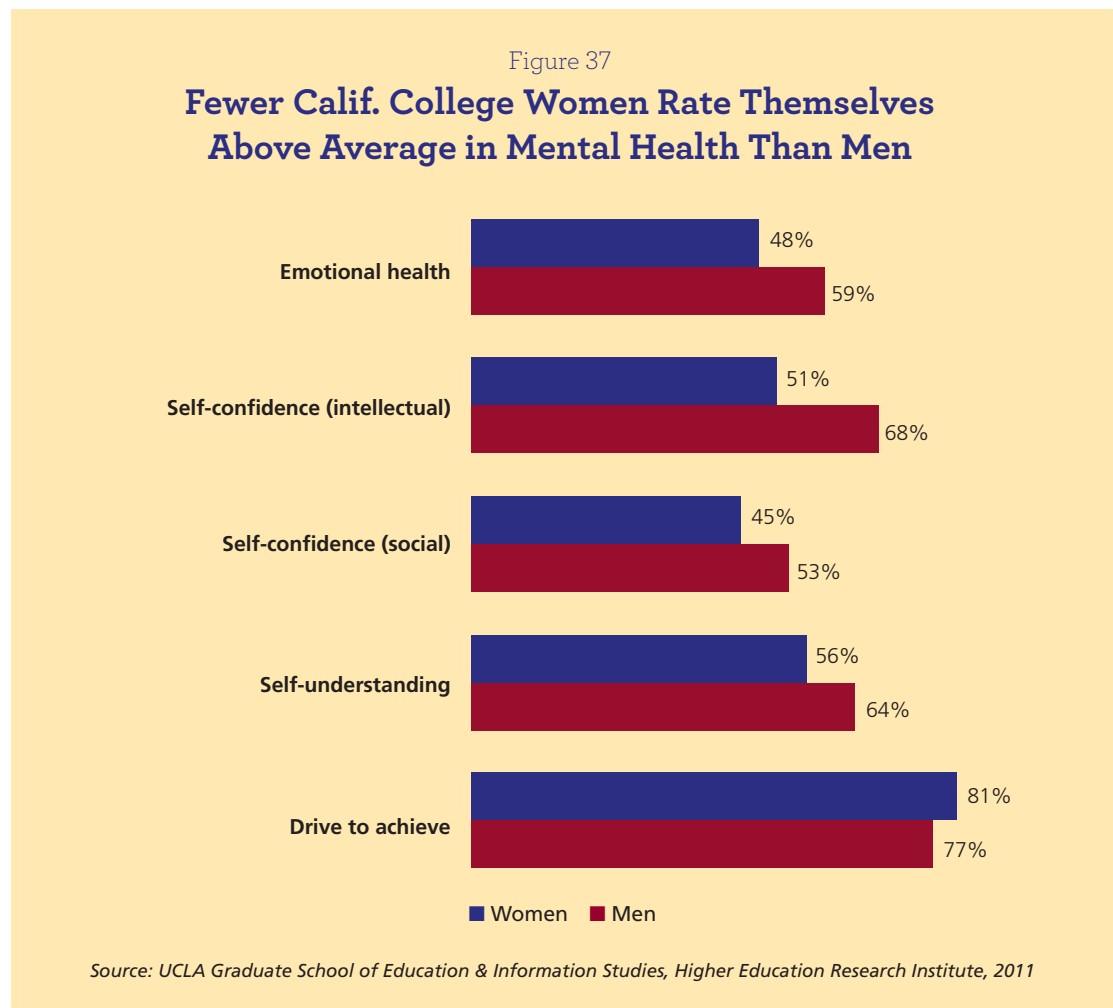
Women’s access to preventative health services is expected to increase under the Patient Protection and Affordable Care Act of 2010.⁶⁴ Health plans are required to cover 22 preventative services for women, including:

- Well-woman visits
- Mammograms
- Screenings for cervical cancer
- Gestational diabetes screening for pregnant women
- Domestic and interpersonal violence screening and counseling
- Breastfeeding support, supplies and counseling
- HPV DNA testing for women 30 and older
- Sexually transmitted infections counseling
- HIV screening and counseling for sexually-active women

Mental Health

Mental health issues can range from severe lack of self-confidence and handling daily stressors to psychological disorders and substance abuse. Mental health is integrally tied to many aspects of living — such as work, education and psychological health.

Perceptions of Psychological Well-Being



Overall California's first-year college students rate themselves highly in terms of drive to achieve. Fewer women than men rate themselves above average in emotional health, self-confidence, and self-understanding.⁶⁵ This trend has remained consistent over the past five years.

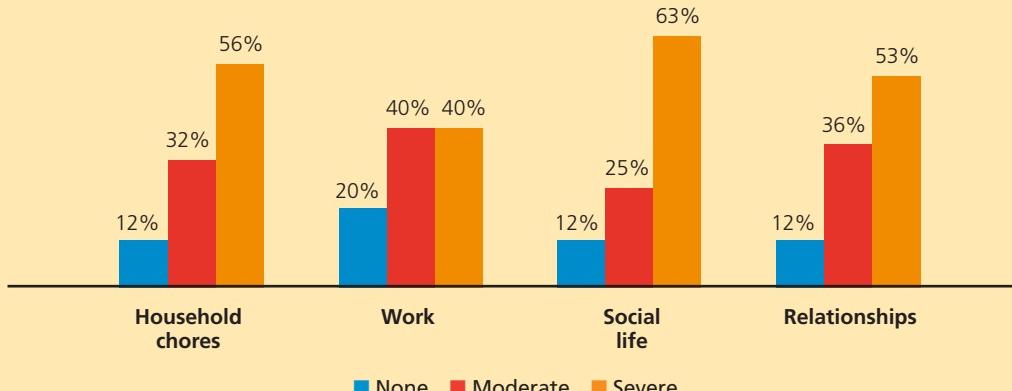
Emotional Distress in Women

Over one million women in California have symptoms associated with serious psychological distress (measured as a six-factor scale and includes frequency of feelings of nervousness, hopelessness, restlessness, worthlessness). Women report higher rates of psychological distress compared to men and represent two-thirds of the users of mental health services.¹⁴¹

Mental Health

Figure 38

Daily Life Harder for Calif. Women with Serious Psychological Distress

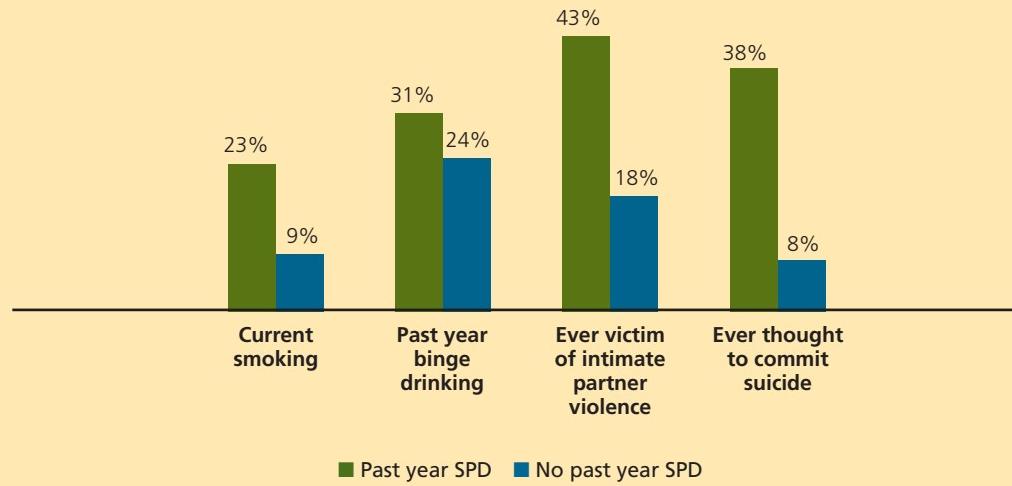


Source: Zahnd, E. & Wyn, R., 2012

Over half of women with past-year serious psychological distress indicate that their household chores, their social life, and their relationships are severely impaired due to emotional distress.⁶⁶

Figure 39

Associate Risk Factors for Calif. Women with Serious Psychological Distress



Source: Zahnd, E. & Wyn, R., 2012

Women with past-year serious psychological distress (SPD) are more likely to smoke and to have engaged in binge drinking than those with no past-year psychological distress. Additionally, women with past-year SPD are more likely to have been a victim of intimate partner violence and to have suicidal ideation than those without past-year SPD.⁶⁸

Substance Abuse

Figure 40

Fewer Calif. Women Seek Treatment for Alcohol and Substance Abuse than Men

	2005		2010	
	Women	Men	Women	Men
Alcohol	10,789	22,921	14,932	27,790
Cocaine	5,467	12,648	4,378	9,730
Heroin	8,838	20,996	8,471	19,552
Marijuana	7,432	19,288	9,972	23,964
Methamphetamine	28,262	38,215	21,681	26,636

Source: Substance Abuse and Mental Health Data Archive, 2012

California females seek treatment for methamphetamine use at a rate higher than alcohol and any other substance of abuse. Though this trend has been consistent between 2005–2010, there was a steady decline in the number of females who entered treatment for methamphetamine use, while incidence of treatment for alcohol and marijuana abuse has increased from 2005–2010.⁶⁹

Suicide

Suicide is the 10th leading cause of death both in California⁷¹ and the nation.⁷² Approximately 3,300 Californians lose their lives to suicide every year with an average of nine people dying by suicide each day.⁷³ In California, males are three times more likely to die by suicide than females because they use more lethal means (firearms), yet females attempt three times more often (overdose).⁷⁴

Children with more risk factors have an increased possibility for suicide.⁷⁵ These risk factors include:

- History of sexual abuse or mental illness
- Involvement in the juvenile justice system
- Issues with sexual identity
- Lack of resources (homeless, poor, absence of health care or uneducated)

Violence

Violence against women and girls is an everyday reality and a public health problem. Victims of violence face bodily injuries, emotional suffering, depression, post-traumatic stress, sexually transmitted infections, unwanted pregnancy and hypertension, among other mental and physical harms. Some do not survive. Rape, sexual assault, intimate partner violence, stalking, sex and labor trafficking, and bullying carry significant costs to both victim and society.

Sexual Assault

Nearly 1 in 5 women (18%) in the US has been raped at some time in their lives.⁷⁶

Approximately 80% of female rape victims were first raped before age 25.⁷⁷ More than half (51%) of female victims of rape reported being raped by an intimate partner and 41% by an acquaintance.⁷⁸

Intimate Partner Violence

Figure 41

Intimate Partner Assault of Calif. Women Is Higher Than the National Average



Source: Weinbaum, Z., Stratton, T., Roberson, S., Takahashi, E., & Fatheree, M., 2006

In a California survey, 41% of women and girls in California reported that they were victims of intimate partner violence in their lifetimes, compared to 33% nationally.⁷⁹

Younger women, 18-24 years (11%) were more likely to be victims of physical intimate partner violence in the past year than California women in other age groups.⁸⁰ In 2010, 47% of all female homicides in California were due to intimate partner violence.⁸¹

Stalking

Stalking is the persistent harassment or intrusion into the private space of another. The murder of actress Rebecca Schaeffer in California in 1990, led to the nation's first anti-stalking law (other states followed suit).

To respond to the growing stalking problem, the District Attorney's Office established S.T.A.T., the Stalking and Threat Assessment Team.⁸²

Nationally, one in six women has been the victim of stalking during her lifetime.⁸³ Two-thirds (66%) of female victims of stalking were stalked by a current or former intimate partner.⁸⁴ More than half of female victims of stalking indicated that they were stalked before the age of 25.⁸⁵

Human Trafficking/Slavery

Human trafficking is a form of slavery, where people profit from the control and exploitation of others, as with forced agricultural or domestic labor. Sex trafficking profits by coercing others into the commercial sex industry, including forced prostitution, online escort services, and brothels.

About eight in 10 of the suspected incidents of human trafficking investigated by federally funded task forces were classified as sex trafficking, and about one in 10 incidents were classified as labor trafficking.⁸⁶ Between 2010 and 2012, California's regional task forces initiated over 2,500 investigations, identified nearly 1,300 victims of human trafficking, and arrested nearly 1,800 individuals.⁸⁷

Given the complications of the U.S. Immigration system, foreign national victims are reticent to come forward to report the crime of human trafficking. Labor trafficking cases, such as domestic servitude, almost always involve women.¹⁴²

California is a top destination for victims who are trafficked into the United States annually.⁸⁸ In 2006, legislation outlawing human trafficking was enacted in California and in 2012 state voters approved a measure to increase penalties for human trafficking convictions to prison sentences of 5-12 years and fines up to \$500,000.⁸⁹

Nationally, human trafficking is the fastest-growing organized crime, involving an estimated \$32 billion per year.⁹⁰

Between January 2008 and June 2010, federally funded task forces opened 2,515 suspected incidents of human trafficking for investigation.⁹¹ Four-fifths of victims (83%) in confirmed trafficking incidents in the United States were identified as U.S. citizens.⁹²

Bullying

The California Department of Education defines *bullying* as “exposing a person to abusive actions repeatedly over time.” Bullying may be *physical* (hitting, kicking, spitting, pushing), *verbal* (taunting, malicious teasing, name calling, threatening), or *emotional* (spreading rumors, manipulating social relationships, extorting, or intimidating).⁹³ It can occur face-to-face or in the online world.

In 2011 Gov. Jerry Brown signed an anti-bullying measure called “Seth’s Law.” This legislation went into effect July 2012, giving public schools tools to prevent and address bullying through mandatory policies and systems to help discourage harassment and track incidents when they do occur.⁹⁴

Nationally, there are 2.7 million students being bullied each year.⁹⁵ Nearly 282,000 students are reportedly attacked in high schools each month. The fear of being bullied caused 160,000 children to miss school every day in 2010.⁹⁶ In 2011, 20% of students in grades 9–12 nationwide experienced bullying.⁹⁷

In 2011, 16% of high school students report being cyber-bullied within the previous 12 months.⁹⁸ Cyber-bullying can happen 24 hours a day, 7 days a week.⁹⁹ Teenage victims of cyber-bullying may be at a greater risk for health problems, skipping school and more likely to use drugs or alcohol.¹⁰⁰ Girls are more likely to be victims of cyber-bullying than boys.¹⁰¹

Violence



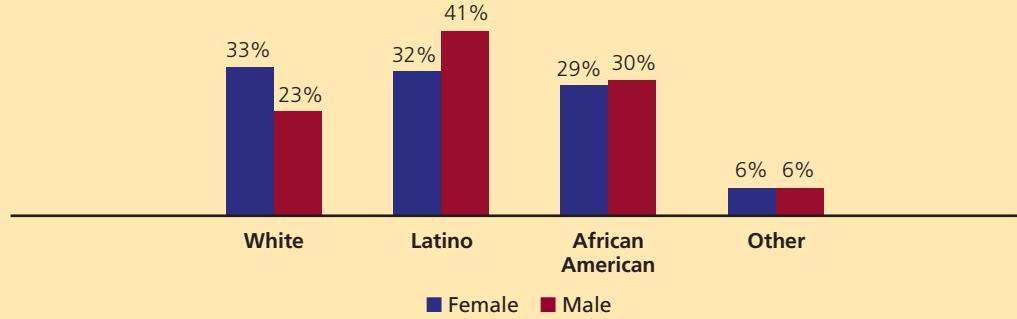
Incarceration

The average woman in California prisons is under 35 years of age, and is likely to be a mother who was the primary caregiver of her children. Offenses against persons are on the rise: 56% of women in the state's prisons carry this conviction, up from 39% in 2010. California also has the largest number of women on death row in the nation, though there has not been an execution of a woman in the state since 1962.

Incarceration Rate

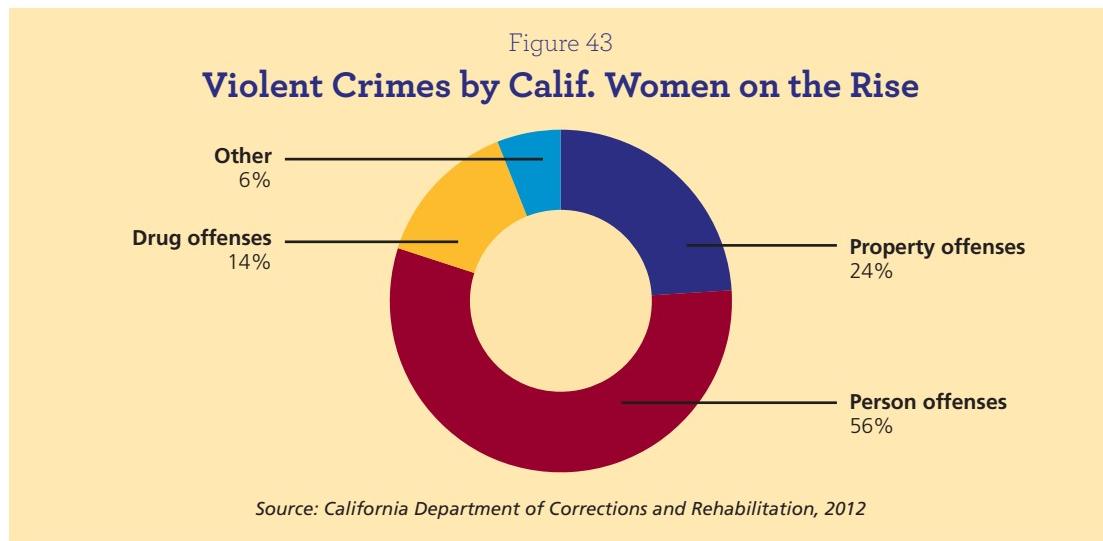
Women comprise nearly 5% (or 6,475) of the total incarcerated population in California.¹⁰²

Figure 42
California Prison Populations Vary by Ethnicity



Source: California Department of Corrections and Rehabilitation, 2012

Prevalent Offenses



Offenses against persons are on the rise. In 2010, 39% of offenses were against persons compared to 56% in 2012.¹⁰³

Death Penalty

In the 2012 election, Californians voted to retain the death penalty. There are 63 women on death row across the country, of which two are in federal prisons.¹⁰⁴ California has the largest number of death row women at 20. They include 11 whites, five Latinas, two African Americans and two Asians.¹⁰⁵ There has not been an execution of a woman in California since 1962. Approximately 50% of the California death row women were sentenced for killing a husband, boyfriend, related child or child in her care.¹⁰⁶

Incarceration

Women in the Military

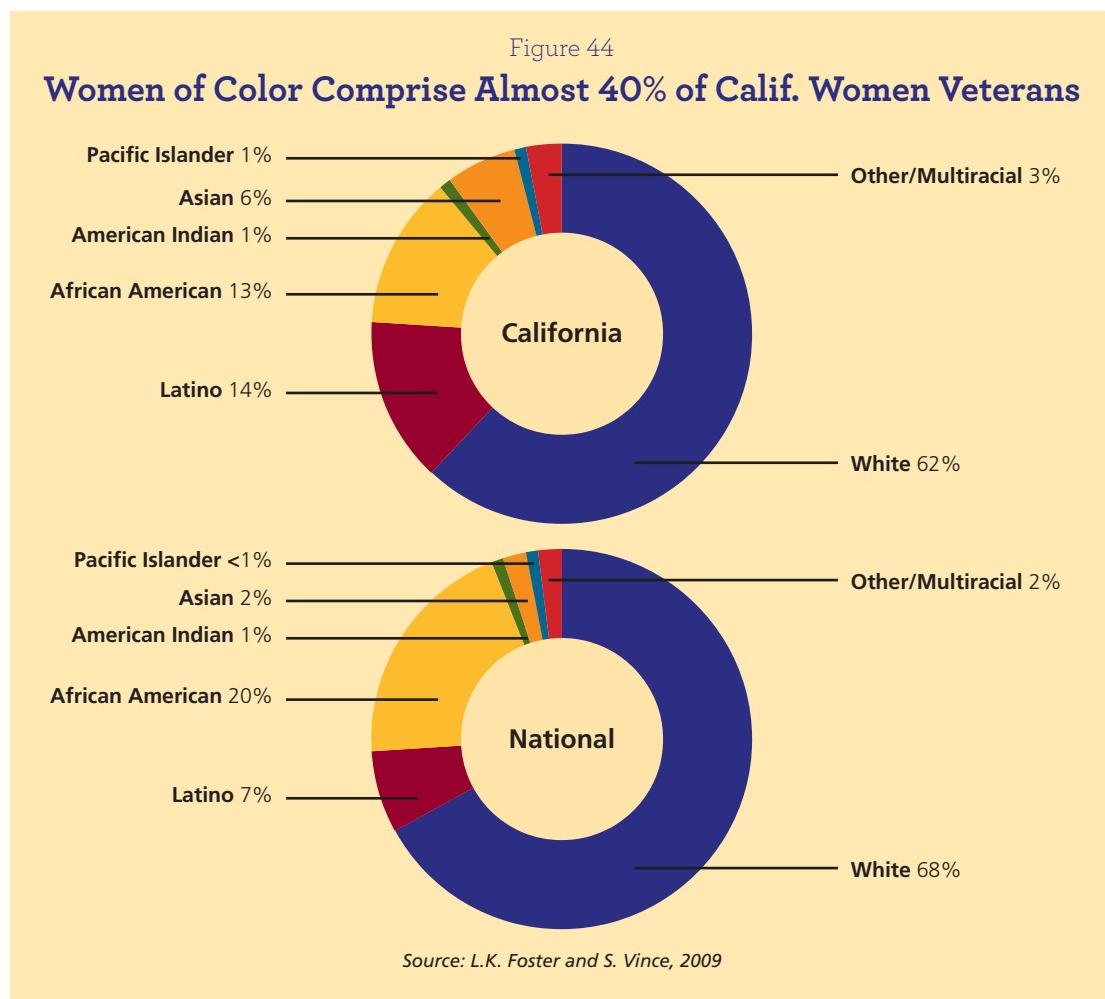
Women in the Military

With the January 2013 announcement that the U.S. military that it will formally end its ban on women serving in front-line combat roles, there will be new opportunities for female service members. Women join the Armed Forces for many reasons: duty to country, career, travel and adventure, increased education, financial stability and independence. However, there are also increased challenges for these women, including more difficulty receiving needed care than male veterans.

Current Participation

Nationally, women comprise 14% of military and 18% of National Guard and Reserve on active duty. One fifth (20%) of new military recruits are female. Currently, there are 1.8 million (8%) women veterans and this number is projected to increase to 10% by 2020. The median age of female veterans is 47; whereas the median male age is 61. More female than male veterans self-identify as a member of a racial minority.¹⁰⁷

There are almost 167,000 women veterans living in California. Women comprise 8% of California's total veteran population, more than any other state. The percentage of female veterans in California is expected in to increase to 11% in 2020.¹⁰⁸



The current female veteran population is predominantly white, but the percentage of non-white women veterans in California is expected to increase from 38% to 44% in 2020.¹⁰⁹

Homeless Female Veterans

California has one of the highest concentrations of female homeless veterans. Women veterans are more likely to become homeless than women who have never served in the military. To determine why female veterans are at greater risk for homelessness, the U.S. Department of Labor Women's Bureau designed a pilot project to gain a better understanding of the needs of homeless female veterans. Part of this project included a program that instituted listening sessions with homeless women in California.¹¹⁰ Female veterans who participated in these listening sessions reported experiencing trauma at various stages of life, including while in military service. Factors identified as contributing to their homelessness included¹¹¹:

- Childhood abuse
- Intimate partner violence
- Combat related stress
- Military sexual trauma
- Loss of social support and stable housing

Caring for Veterans

Many service women do not identify themselves as “veterans” and they report feeling “invisible” when returning from deployment, thus leading to problems providing care for this population. This is especially true for the younger female veteran.¹¹²



Leading by Example

Leading by Example

At Mount St. Mary's College, we have the privilege of educating young women. In publishing this Report, we also assume the responsibility of preparing our students to address the challenges and inequalities these findings reveal. And if we truly hope to inspire our students to affect change, we must lead by example. Read below to learn how Mount St. Mary's is addressing key findings from this year's Report on the Status of Women and Girls in California™.

On Leadership

Building leadership skills and fostering a spirit of service among the College's students are twin goals laid out in Mount St. Mary's mission statement. It's why the Mount has a Women's Leadership Program, Women's Leadership Conference and Invitation to Serve volunteer project.

Mount St. Mary's helps students, alums and women from the community to build leadership skills through Ready to Run™, a nonpartisan campaign-training program designed to encourage and prepare women to run for public office. The Mount is the Southern California provider of Ready to Run™, in partnership with Rutgers University's Center for American Women and Politics. At the national level, women comprise less than 20% of the U.S. Congress; in California, women make up only 26% of the state's Legislature. Mount St. Mary's is also one of eight women's colleges supporting The Women in Public Service Project. The project, part of the Wilson Center, is identifying and educating a new generation of women committed to public service on a global level.

The leadership gap exists in the business world, too. Of the state's Fortune 400 companies, only 3% are headed by women CEOs and only 10.5% include a female board director. Thanks to the Mount's mission as a college primarily educating women, 80% of Mount St. Mary's MBA graduates are women, compared to 46% nationally. The College's Business Administration department has also created the Vantage Point speaker series, which brings in high-profile women business owners to share stories and advice with students.

On Education and Employment

In a state where Latina girls make up 52% of K-12 students, the Mount enrolls a far greater proportion of Latinas — 51.6% of undergraduates — than the national average of 12.5%.

One of the most glaring career gaps for women is in the fields of science, technology, engineering and math (STEM). To help bridge the gap, the College has received a \$6 million federal grant specifically to enhance curricula and support for Hispanic, female and low-income students pursuing STEM disciplines. To prepare more young women for legal careers, the College's all-women's mock trial and moot court teams have won numerous individual and team awards at competitions that serve as training grounds for students considering law school.

The Mount also offers a Weekend College that enables working women and men to pursue higher education. And Mount St. Mary's Center for Cultural Fluency provides resources for teaching cultural diversity and social justice in the classroom.

On Media

In a media-rich state like California, far too few women work in news media, television and film. The College's Film, Media and Social Justice program has developed new degree paths, minors and emphases, all of which are offered in a woman-centered environment. The program's social justice elements help to prepare socially-minded female writers, producers and directors for careers in media and entertainment. Most recently, the Mount created a combination major in journalism and new media.

On Health

Mount St. Mary's launched California's first-ever Bachelor of Science in Nursing program 60 years ago. Today, the Mount graduates more than 300 nurses annually, and promotes strong leadership roles for women in healthcare organizations. The Mount provides three different degree levels: associate, bachelor's, and master's. The College's healthcare policy major trains students on both the science and politics of healthcare, and prepares students to advocate for better overall health services for women.

On Poverty

The root of so much poverty remains tied to education. In California, the poverty rate for women and girls is 18%. Of all women in poverty in the state, only 12% have a college degree. Mount St. Mary's is dedicated to providing access to higher education for qualified, capable women of potential, and does so through a \$28 million scholarship fund.

The Mount has also partnered with the MyCollege Foundation to create Portmont College at Mount St. Mary's, which offers a new, affordable model for higher education. The initial MyCollege Foundation concept was developed at the Bill & Melinda Gates Foundation. Portmont College at Mount St. Mary's will provide high-quality, transfer-level, blended associate degrees to students who have the desire but lack the means to pursue a more traditional college path.

On Violence

Two glaring statistics included in this year's Report reveal that 41% of all California women and girls have been victims of intimate partner violence, and 18% have been raped at some point in their lives. A newly developed Criminology major is creating new opportunities for the College's students to study how violent crime intersects with families and communities.

On Women in the Military

Women make up 8% of California's veteran population, more than any other state. Last year, Mount St. Mary's broadened its support for military-related students, faculty and staff. The College revamped its reintegration process for veterans returning to school, and created a new repository of veterans' services and resources on the Mount's website.

A Call to Action

We hope this Report will inspire *all* Californians to take action and help address the inequalities that still face our state's sisters, mothers, daughters and wives. Volunteer. Mentor. Advocate. Be a voice in empowering California's women and girls to pursue all they are capable of being. Whether you support one of our College's events or programs detailed above, connect with one of our community partners and affiliates listed on the following pages, or take action otherwise, we thank you for getting involved.

Report on the Status of Women and Girls in California™

Mount St. Mary's Community Partners and Affiliates

If you would like to get involved, Mount St. Mary's College has many community partners that provide services for women and girls in Los Angeles. To see a complete list of MSMC Community Partners, please visit www.msmc.la.edu/communitypartners. For a comprehensive list of resources, including governmental agencies, please visit www.statusofwomen.msmc.la.edu.

Demographics

Justice & Peace Commission — Advises

L.A. Archbishop Jose Gomez and assists the Office of Life, Justice and Peace in educating legislators, parishioners and community members on topics such as immigration, health care reform and housing. For more information, visit <http://www.la-archdiocese.org/org/ojp/Pages/default.aspx>.

Pilipino Workers Center — Provides immediate services and resources to meet the urgent needs of low- to moderate-income workers and their families in the short term and works to move them to act collectively to address their own needs and issues for long-term change. For more information, visit www.pwcsc.org.

Coalition for Humane Immigrant Rights of Los Angeles — Works to advance the human

and civil rights of immigrants and refugees in Los Angeles, promote harmonious multi-ethnic relations and empower immigrants and their allies to build a more just society. For more information, visit www.chirla.org.

Education

Expanding Your Horizons — Encourages young women to pursue science, technology, engineering and mathematics (STEM) professions. Their annual career day conference for 5-8th grade girls informs young women about careers in math- and science-related fields. For more information, visit www.expandingyourhorizons.org.

Project Grad Los Angeles — Helps students from low-income backgrounds prepare for and graduate from college through engaging students, families, educators and community partners. For more information, visit www.projectgradla.org.

Employment and Earnings

Archdiocesan Youth Employment Services

— Provides young people with job training, education and counseling so that they become self-sufficient and productive. Their employment services include mentoring, job placement, paid internships, career planning and work-based learning. For more information, visit www.ayela.org.

Incarceration

Get On The Bus — Unites children, families

and communities separated by crime and the criminal justice system. On Mother's Day and Father's Day the organization offers free transportation for children throughout California to visit their parents in prison. For more information, visit www.getonthebus.us.

Century Regional Dentation Facility for Women — Operates as an all-female jail

facility run by the Los Angeles County Sheriff's Department. To volunteer, call 323-568-4598 and speak to Sister Hilda Alfaro, Chaplin. For more information, visit www.lasdhq.org/divisions/correctional/crdf/index.html.

Leadership

League of Women Voters — Works to increase

understanding of major public policy issues, encourages informed and active participation in government, and influences public policy through education and advocacy. For more information, visit www.lwvlosangeles.org.

California Women Lead — Provides

leadership and campaign trainings, networking opportunities, and policy discussion forums for women interested in or who hold elected and appointed offices. For more information, visit www.cawomenlead.org.

Community Partners and Affiliates

Ready to Run™ — Encourages women to run for elective office, position themselves for appointive office, work on a campaign or get involved in public life. The Mount is the Southern California provider of the Ready to Run™ program in partnership with the Center for American Women and Politics, a unit of the Eagleton Institute of Politics at Rutgers, The State University of New Jersey. For more information, visit www.msmc.la.edu/ready-to-run.asp.

Media and Technology

Geena Davis Institute on Gender and Media — Spotlights gender inequalities at media and entertainment companies through cutting-edge research, education, training and advocacy programs. Their mission is to work within the entertainment industry to alter how women and girls are reflected in media. For more information, visit www.seejane.org.

Mental and Physical Health

Downtown Women's Center — Assists women who are homeless, formerly homeless, or experiencing extreme poverty as they cope with mental and chronic illnesses, physical disabilities, abuse and domestic violence. The center provides meals, medical services, support groups and job counseling. For more information, visit dwcweb.org.

Koreatown Youth & Community Center — Aids recently immigrated, economically disadvantaged youth and families, and promotes community socio-economic empowerment. Their programs include affordable housing and mental and physical health clinical services. For more information, visit www.kyccla.org.

Student's Run Los Angeles — Challenges at-risk secondary students to experience the benefits of goal-setting, character development, adult mentoring and improved health by providing them with a life-changing experience: the training for and completion of the L.A. Marathon. For more information, visit srla.org.

Poverty

St. Joseph Center — Provides working poor families, as well as homeless men, women, and children with the tools to become productive, stable and self-supporting members of the community. Their facilities include Bread & Roses Café, affordable housing, a food pantry and an early-learning center. For more information, visit www.stjosephctr.org.

Para Los Niños — Offers high-quality education integrated with family supports, mental health services and community engagement opportunities to thousands of children living in at-risk neighborhoods in Los Angeles County. For more information, visit www.paralosninos.org.

Esperanza Community Housing Corporation — Works toward comprehensive community development in South Central Los Angeles. Their five program areas include housing, health, education, economic development, and arts & sciences. For more information, visit esperanzacommunityhousing.wordpress.com.

Alexandria House — Provides a transitional residence for single women and women with children in the process of moving from emergency shelter to permanent housing. The program assists with financial management, childcare, counseling, healthcare, job searches and legal counsel. For more information, visit www.alexandriahouse.org.

United Way L.A.: Pathways out of Poverty

— Tackles poverty at its roots — including lack of education, homelessness and financial instability — and works side-by-side with public, private and nonprofit sectors to create long-term solutions. For more information, visit www.unitedwayla.org/our-work.

Violence

Center for the Pacific Asian Family — Addresses domestic violence and sexual assault in the Asian and Pacific Islander communities. Their services include 24-hour hotline, emergency shelter, transitional shelter and a children's program. For more information, visit www.nurturingchange.org.

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The Report
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Women
and **Girls**
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This report is made possible in part by the support of the following:



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